



# Peer Exchange Groups

**NAS  
Coaching's  
Impact on  
1:1 Clients**

**94%**

**Are more  
confident  
managing  
change**

**87%**

**Feel less  
overwhelmed**

**84%**

**Feel less  
isolated**

**90%**

**Likely to  
recommend  
their coach to  
a friend or  
colleague**

### **What Are NAS Peer Exchange Groups (PEGs)?**

PEGs are small, intentionally curated groups of arts and culture professionals that meet regularly for 6-8 sessions over several months with skilled coach facilitators. Participants have the opportunity to set and achieve meaningful goals for themselves and their organizations, navigate challenges authentically, build deep connections, and learn from peers.

### **Why PEGs and Why Now?**

Arts and culture leaders have a critically important role to play on the frontlines of social change. And yet, especially after navigating the pandemic, they all too often feel isolated, overwhelmed, overstretched, and under-supported, with few unbiased and confidential sources from which they can seek support. That's why NAS rigorously trained the first ever cohort of coaches that are arts and culture leaders themselves, and have the lived experience needed to support others in the field.

NAS' one-on-one coaching work is powerful, and through 40 years of designing and implementing programs for arts and culture professionals, we have also observed the transformative impact of bringing people together. PEGs allow us to combine the two: bringing best-in-class practices from the coaching modality to a community of peers that participants can learn with and from, all guided by NAS-trained coaches. Through PEGs, individuals strengthen their collaborative skills; find their voices across cultures, identities, and lived experiences; and build a broader community that can support them going forward.

### **Previous PEGs have worked on:**

- **Overcoming leadership challenges**
- **Building resilience**
- **Navigating uncertainty and change**
- **Centering EDI in their work**
- **Increasing confidence and self trust**
- **Accountability on their goals**

**Advancing Equity in the Arts With PEGs:** Our coaches are an intentionally diverse group of leaders trained to honor the lived experience of each person they support. Our goal with PEGs is to facilitate the shared exchange of wisdom within the group, rather than having solutions prescribed externally or hierarchically. This model creates space for leaders to build self-trust, and try new ways of being and doing rather than just replicating the status quo. We believe deeply that investing in strong, diverse and supported leadership is a powerful fulcrum point for changing the system for the better.

**Join funders like the Barr Foundation in bringing PEGs to the leaders you most want to grow and thrive.**

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