

PB JAM FACILITATOR PROFILE

What is PB JAM?

- Peer Based professional development platform for soft skills rooted in cool management science and deep industry experience that is as lively, extemporaneous, and engaging as a musical JAM session
- Series of structured, facilitated 12-week programs, each to focus on improving 1-2 areas of professional skills, e.g., collaboration, leadership, work-life balance, etc.
- Small curated groups of 3 peers (each typically from a different company but matched for complementary skills and needs) to build trusted 'critical friend' relationships that provide accountability, ideas, peer support, and a safe positive environment for experimenting
- Individuals explore and select their own skills/behaviors to focus on during 12 weeks of group sessions (including at least one skill/behavior agreed to and monitored by their employer and manager)
- PB JAM platform, peers and facilitators help participants with two outcomes over 12 weeks
 - Clarity on the critical skills/behaviors they need to work on as of now, and
 - Confidence in their ability to make a positive change via tangible outcomes that are verified by their stakeholders
- Research-based insights and exercises on topics important to professional success, such as job satisfaction, productivity, teamwork, stress management, rest, etc.

Role of PB JAM Facilitator

Facilitators are force multipliers, amplifiers, and catalysts for the capabilities of PB JAM. Our facilitators with the right mix of industry experience and skills provide significant value for our subscribers.

Our facilitators do not need to be professional career coaches or life coaches or mentors. For most, facilitation is an act of giving back to the profession that has enriched their lives. They enjoy good discussions and are able to contribute relevant experiences and stories from their own life authentically.

They may not have formal training to be a facilitator, but their rich work experience with managing teams and leading people (directly or indirectly) is the secret sauce that helps PB JAM subscribers.



The facilitation at PB JAM is a part-time gig for many of them for their own work-life balance and professional flexibility. Our facilitators are able to engage all users effectively in the discussions on hand and are expert moderators to keep the group on time and on topic. PB JAM subscribers frequently credit their facilitators for gently yet firmly pushing them toward their goals.

PB JAM facilitators do not hold hands or own the process like a trainer, but they are supportive, astute observers of group dynamics and active listeners to guide the group forward.

Key characteristics of our facilitators

- Professionals from different career stages (from 5 years of work experience to retired enthusiasts)
- Mix of individual contributors and people leaders with direct functional reports and/or indirect teams (across all industries and job functions)
- Interested in helping other professionals
- Good listeners
- Good group shepherds
- Able to succinctly share their own experiences that are relevant to the discussion
- Help PB JAM subscribers with accountability

Time commitment

We allow our facilitators to choose their own time commitment per week (which days of the week, time slots, and how many groups to facilitate at a time), but we do need them to be available for the group(s) they are facilitating for 12 consecutive weeks at a time. We do understand that life happens and there might be some scheduling issues. We ask our facilitators to resolve such challenges with their group participants. PB JAM sessions are typically 90-minutes per week.

As a facilitator, you should be present for each session and then during the week, exchange a few messages with individual participants (for example, progress in SMART-steps, new observations around the behavior/PB JAM facet the participants have been working on). Such engagement typically consumes about 30 minutes per week. Thus, there are about 2 hours of engagement per week per group (for a 12-week duration, this translates to 24 hours of time commitment in total).

We highly encourage our facilitators to write their own blog posts on the PB JAM platform and post messages and questions in group chats and forums (even post a few short videos!) as this helps facilitators to become visible to our users.



Compensation

Our goal is to bring a smile to your face and your wallet as the PB JAM facilitator!

Though our facilitators primarily work with PB JAM on a part-time basis, we highly appreciate their engagement and compensate them based on the number of hours booked.

The hourly compensation rate is split into two parts. There is a base rate that facilitators are paid (3 monthly payments over the course of 12 sessions per group) and then there is an effectiveness bonus (payable within two weeks of completion of 12 sessions of the facilitated group) that is calculated based on group feedback, facilitator rating, and group vitality score.

The bonus can reach 50% or more of the base rate and as you stay on our platform longer and gain more ratings, the base rate also adjusts upwards.

Interested? Contact us!

[Schedule a 45-minute zoom call with us to explore a mutual fit!](#)

