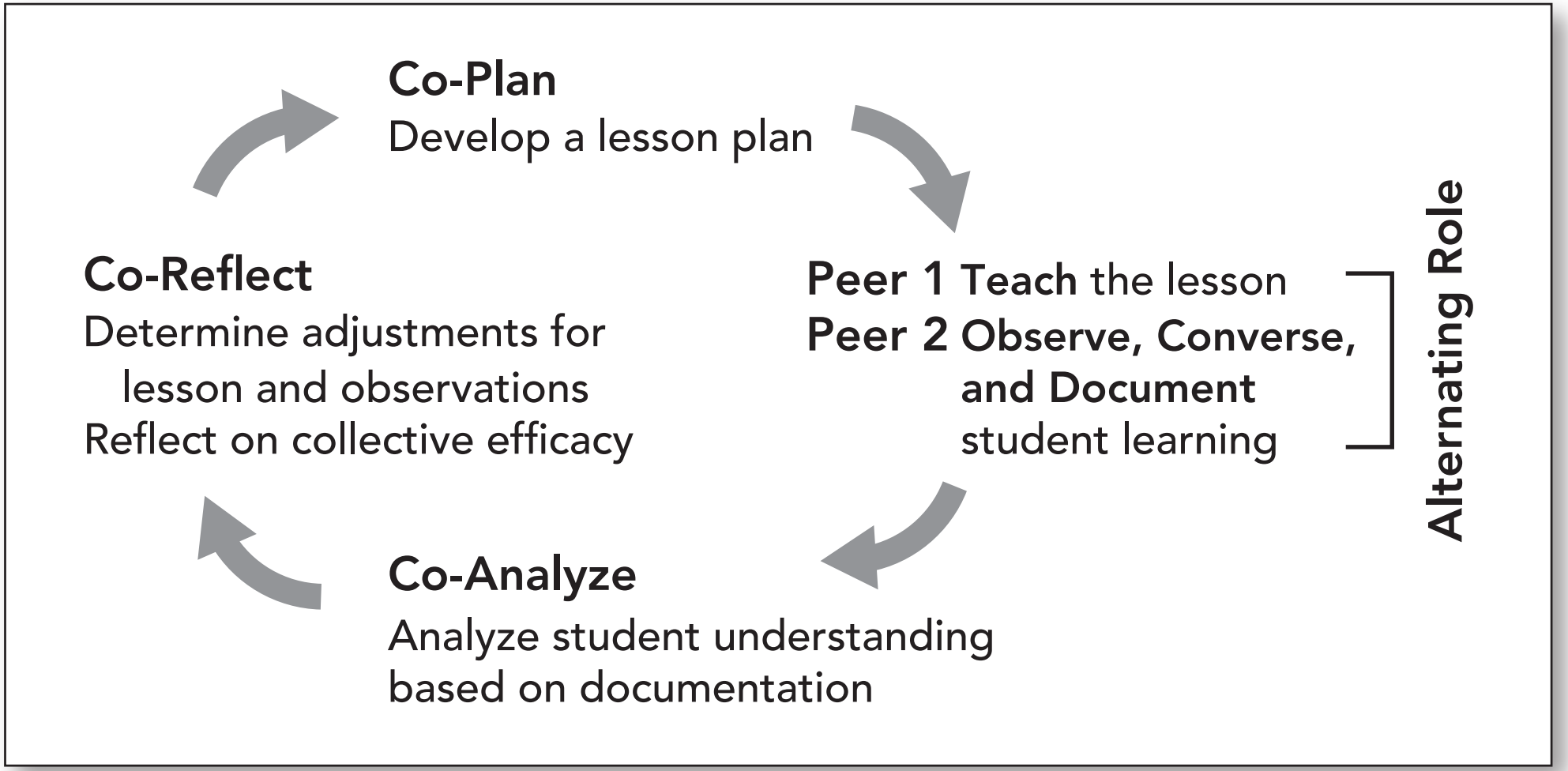Figure 4.3 The Peer Coaching Cycle