

Peer Development Group launch event

Gosport, May 2014
Winchester, June 2014

Welcome and introductions

In pairs/threes

- Who are you?
- What's your museum role?
- What peer learning have you been involved with before?
- What do you hope to get out of this programme?

Ground rules

- Confidentiality.
- Respect.
- Participation.
- Mobile phones.
- Focus on museum issues and your chosen topic.

What is a 'Peer Development Group'?

A 'community of practice.'

Learning through solving real problems relevant to your real roles.

Learning with and from others who are also working to solve real problems.

Taking individual responsibility for implementing actions that solve the problems - not just analysing and making recommendations.

What is a 'Peer Development Group' Aims for today?

'A Peer Development Group provides a structured supportive community where people can share challenges they face. Members can focus on the specific needs and issues that they face, rather than an externally-set curriculum.'

How it works

Launch May 2014	Collections Care	Six half-day meetings tailored learning activity				
	Retail	Six half-day meetings tailored learning activity				
	Emergency Preparedness	Six half-day meetings tailored learning activity	July 2014	Sept 2014	Nov 2014	Jan 2015
	Display Interpretation	Six half-day meetings tailored learning activity	Oct 2014	Nov 2014	Jan 2015	
	Audience Development	Six half-day meetings tailored learning activity				

Resources

- You, your knowledge, skills and curiosity!
- Learning budget - £500 per group.
- Online 'LinkedIn' discussion space for each Peer Development Group, where members can communicate between meetings.

Commitment

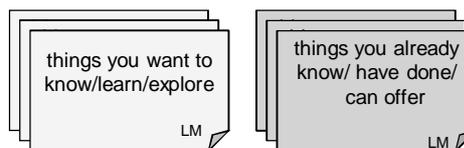
- Hosting your group's meetings.
- Facilitating yourselves.
- Regular attendance.
- Sharing your learning through the Museum Development Programme during and after – e.g. responding to relevant Help Hub posts, providing case studies, SHARE presentations.

Setting your group's focus (1)

- Sit in your groups.
- First, as individuals, each individual person write your own definition of your group's topic (Collections care; Retail; Emergency preparedness; Display and interpretation; Audience development.)
- Then, compare your definitions. Are they all the same? What do you have in common? Aim to agree a definition that can help the group to focus on for the programme.

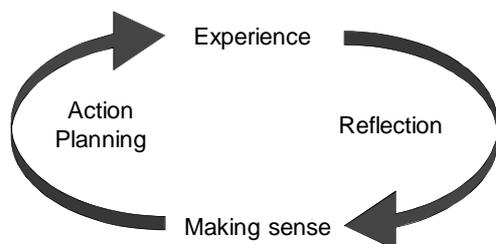
Setting your group's focus (2)

- As individuals, each person write down:



- Then, take a look at your group's notes. What do you have in common? What is different? How can you help each other?

The action learning cycle



Group speed coaching: A way to learn together

- Procrastination to motivation in 20 minutes!
- Sit in a circle.
- One person offer a work challenge relevant to your group's topic. Something you can explain quickly and would welcome help with.

The discussion process

1. Presenter outlines the issue and explains its context. No one else speaks. Silence is OK. (2 minutes)
2. Others ask open-ended questions to allow presenter to go into greater depth. Others can give feedback e.g. apparent emotion or important phrases. Try not to jump in with advice or how you would approach it! (10 minutes)
3. Presenter forms action point - supported by others but presenter controls outcome and decides on action. (5 minutes)
4. Presenter writes down what they will do and by when. (3 minutes)

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How can you best help the presenter?

One answer to that question is...



....with questions!

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Using coaching behaviours



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Practice time

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Review

- How did that differ from an 'ordinary' conversation?
- What did you find easy?
- What was difficult?

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Peer Development Group process

Everyone has a chance to take their issue through a cycle:

1. Presenting the issue.
2. Exploring the issue with group members.
3. Action planning.

As a group review the process – is it working? How can you improve it?

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Planning your programme

Focus
Contact details
Coordinator
Communication between meetings
Shared commitment (ground rules)
Meeting dates and venues
Existing resources
Ideas for learning activity
Ideas for collaboration

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PDG name	Widgetry development					
Focus	Learn about latest widget practice. Explore what each others museums are doing with widgets, Increase the number of visitors experiencing a widget in our museums					
Contact details Name	COORD: Eileen Sideways ABC Museum		Dennis Elbow DEF Museum		Anita Rangement XYZ Museum	
Organisation	Trustee		Curator		General Manager	
Job title	e@s@abcmus.org.uk		delb@defmus.co.uk		anita@xyzmus.co.uk	
Email	01234 56789		01234 56789		01234 56789	
Tel						
Comms between meetings	Use LinkedIn group (Eileen to set up and moderate)		Learning resources		DEF Museum toolkit Anita's course materials	
Shared commitment	Bring snacks, listen actively, respect others when they are talking, challenge ideas not people, goal is not to agree but to gain a deeper understanding, turn up if at all possible.					
Meeting dates and venues	Mon 16/14 am ABC Museum	Tue 15/7/14am DEF Museum	Fri 19/9/14pm XYZ Museum	Mon 6/10/14am ABC Museum	Tue 4/11/14pm DEF Museum	Fri 6/1/15am XYZ Museum
Ideas for learning activity	Group visit to widget department at the Ultimate Museum Go to 'Heritage Widgets' conference together Commission 'widget use and development' workshop from Widget Consultants					
Ideas for collaboration	Commission joint widget use survey Buy a widget together, rotate monthly					

Now photograph and share your planner!

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Recapping the day
Something you learned
Something you'll do

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Thank you for coming.
See you soon.

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southeastmuseums.org

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