

Welcome!

- Please register and take your badge
- Get a cup of tea or coffee
- Find the other members of your group
- Seat yourselves together at a table

Peer Development Group launch event

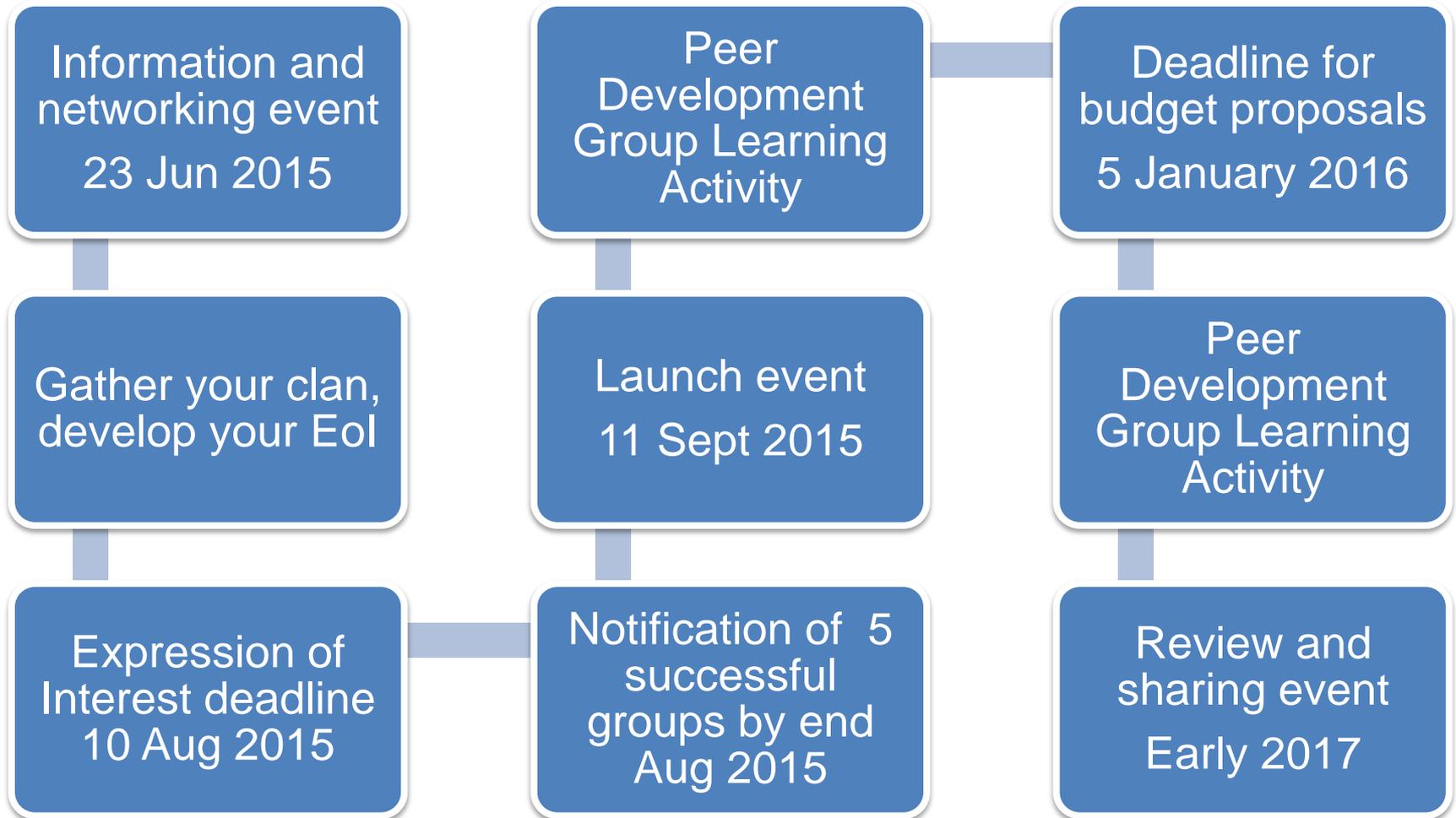
SeaCity Museum, Southampton
September, 2015

Jaane Rowehl, Museum Development Officer
and
Lucy Marder, Cultural Partnerships Officer

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

'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



Agenda

- Getting to know each other
- Establishing shared commitment

Networking lunch

- Honing your group's focus and priorities
- Technique for learning together

Refreshment break

- Programme planning in individual groups

Introductions

Introduce your group:

- Who's in it? (Individuals/Organisations)
- Why did you choose this topic?
- What do you aim to achieve together?
- What skills, resources, talents do you have already?

Resources

- You, your knowledge, skills and curiosity!
- Access to networks and communications to recruit to your group
- Training in techniques for peer learning
- Learning budget - £500 per group
- Optional online 'LinkedIn' discussion space for each Peer Development Group, where members can communicate between meetings
- Telephone/email support

Commitment

- Hosting your group's meetings
- Organising and facilitating your group
- Regular participation
- Expect approx 5 days group contact, plus programme events and follow-up work
- Sharing your learning through the Museum Development Programme during and after – e.g. responding to relevant Help Hub posts, providing case studies, share presentations, photos

Keys to success

- Strong commitment and participation
- Respect for one another's contributions and confidentiality
- Focus on chosen topic
- Organised, coordinated

Your shared commitment

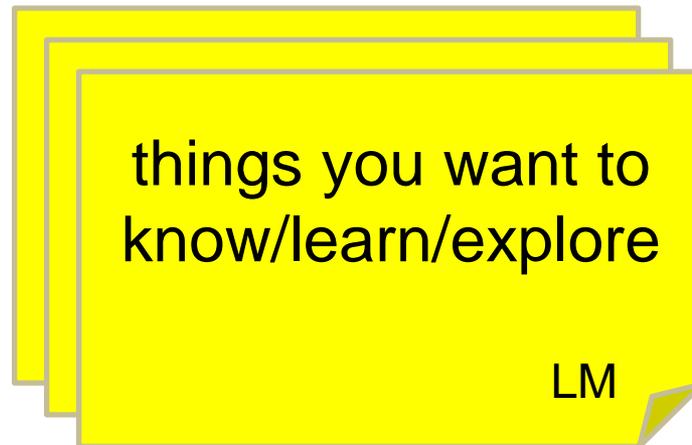
- What behaviours will make your groups successful?
- What behaviours might hinder your success?
- Develop a group agreement that you will all commit to, to make your group successful.

Honing your group's focus

- First, as individuals, without looking at your Expression of Interest, each individual person write your own definition of your group's topic.
- Then, compare your definitions. Are they all the same? What are the differences?

Individual and group priorities

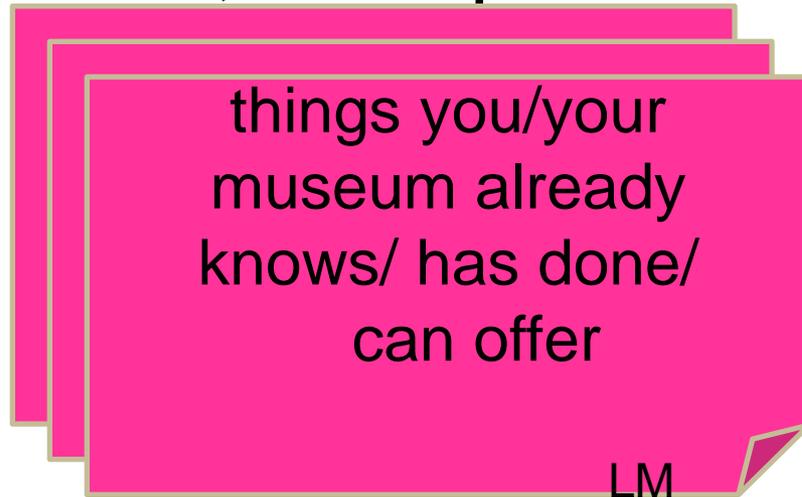
- As individuals, each person write down:



- each on an individual stickynote
- Then, take a look at your group's notes.
Cluster and prioritise.

Individual and organisational capacity

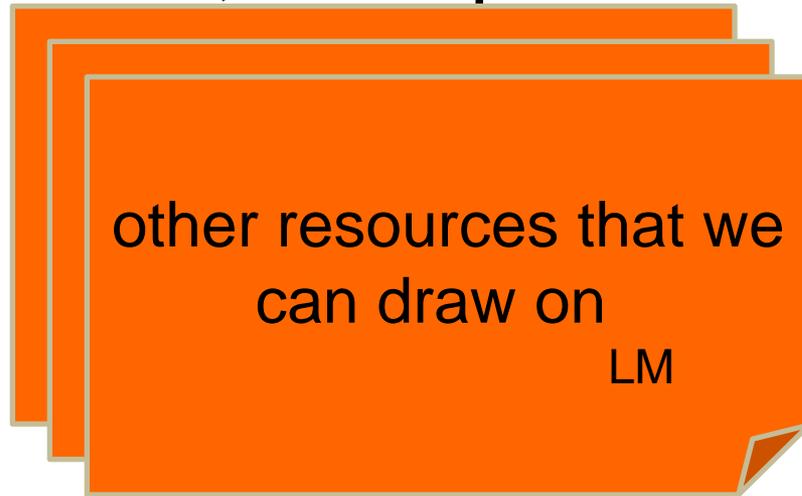
- As individuals, each person write down:



- each on an individual stickynote

Mapping existing resources

- As individuals, each person write down:



- each on an individual stickynote

Pulling it together

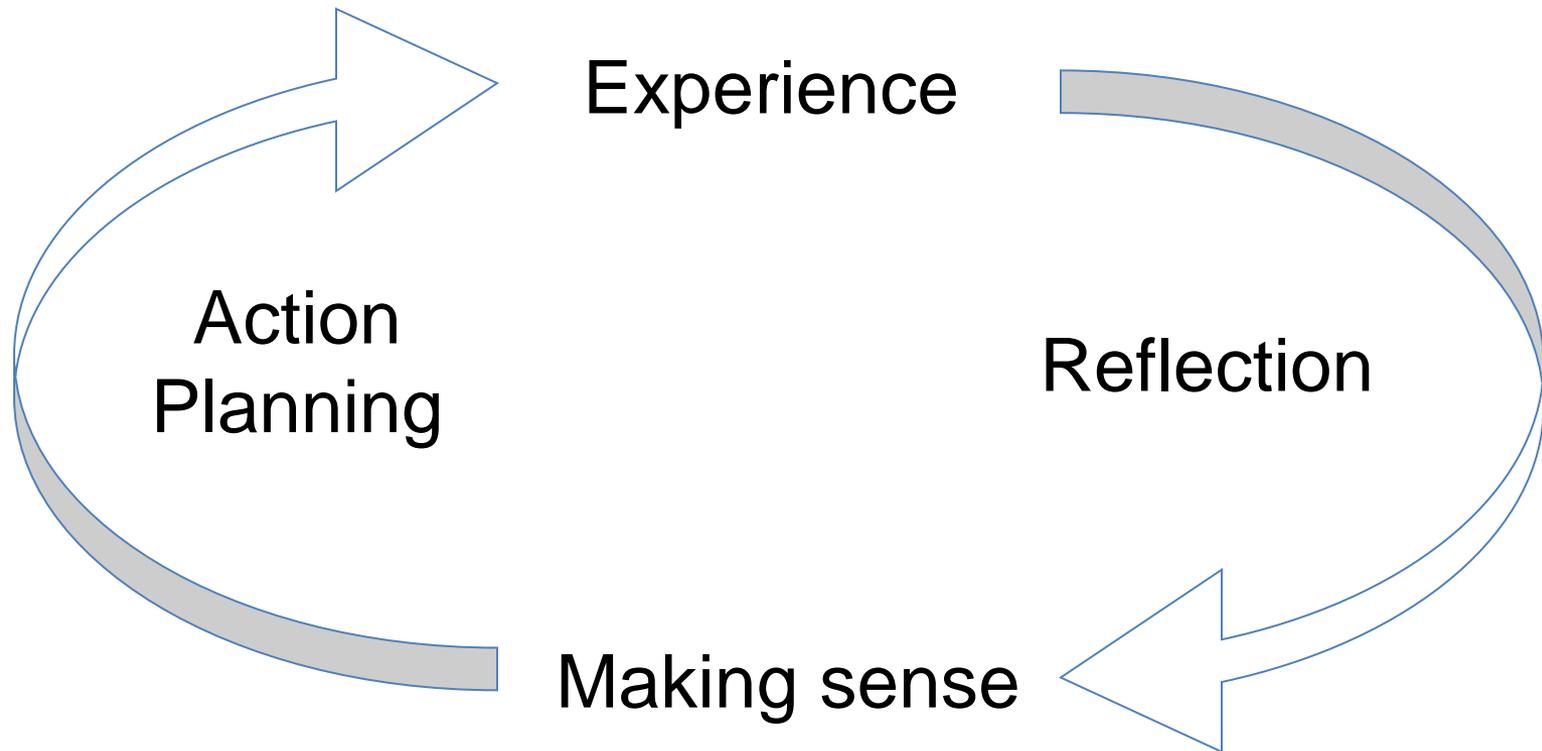
- Share your group's notes.
- Cluster and match.
- What ideas for activities do they suggest?

Ways of learning together

- Visits to each other's organisations
- Co-coaching conversations
- Commissioned training
- Study visits
- Joint projects
- Specialist texts
- Peer review



The action learning cycle



Group speed coaching: A way to learn together

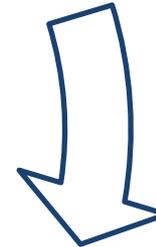
- Procrastination to motivation in 20 minutes!
- Sit in a circle.
- One person offer a work challenge relevant to your group's topic. Something you can explain quickly and would welcome help with.

Using coaching behaviours

What **will**
you do?



What's
your
goal?



What's
the
reality?



What
options
do you
have?



GROW
model:
John
Whitmore

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)

How can you best help the presenter?

One answer to that question is...



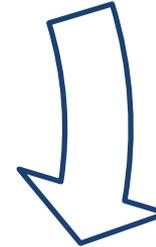
.....with questions!

The GROW model

What **will**
you do?



What's
your
goal?



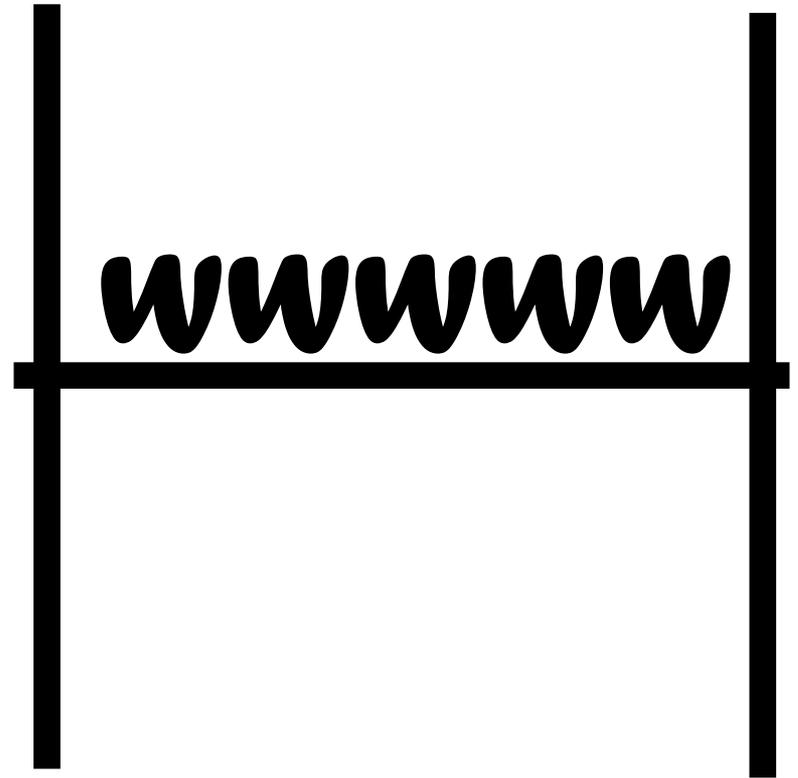
What's
the
reality?



What
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Five bums on a rugby post ?

Asking GROW questions

When will you do that by?
How will you know you've succeeded?

What **will** you do?



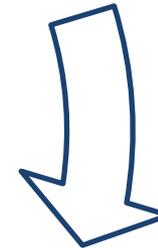
What's your **goal**?

What do you need to achieve?
How can we help you?

What are your possible courses of action?
What would be the benefits of that approach?
What might be the obstacles?
What else might you do?



What **options** do you have?



What's the **reality**?

Who is involved?
How do you know?
How might that look from their perspective?



Practice time

Review

- How did that feel different from an ‘ordinary’ conversation?
- How was the outcome different from an ordinary conversation?

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?

Planning your programme

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

Budget proposal

- Deadline 5 January 2016
- Read the guidance carefully
- Run your ideas by the MDO who can help you shape your proposal

Planning your programme

- Using your Expression of Interest and your work from today:
- Plan out the first six months of your activity
 - When will you meet, and where?
 - What other activities will you undertake?
 - How will you communicate between meetings?
 - Who will do what, by when?

Recapping the day
Something you learned
Something you'll do

**Thank you for coming.
See you soon.**

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southeastmuseums.org**