

Peer consulting activity

Objectives

- To bring together learning and application, using insights gained from the morning's inputs.
- To generate fresh thinking and new ideas for those participants who would like to develop their capability or have a question to work on.
- To provide an opportunity for participants to practise their consultancy skills and offer consultancy to others.

Process

1. Get together with two other individuals and decide who will be A, B and C
 - A – the client
 - B & C (& any others) – the peer consultants
2. With three participants, there can be up to three rounds in this activity (depending on time available)

Round 1: A is client. B&C are consultants. B is also a timekeeper

Round 2: B is client. C&A are consultants. C is also a timekeeper

Round 3: C is client. A&B are consultants. A is also a timekeeper

3. Each round follows the 30-minute process set out below.
 - Client A describes the issue. What is the question facing you now about your capability for evaluation? Frame what you want clearly e.g. asking colleagues to help you think through options or to help you get unstuck on something (5 minutes)
 - The peer consultants ask a few questions. Try to ask questions not just to satisfy your curiosity but that will help A to integrate the learning from the morning or work through the question (10 mins)
 - A turns away from the consultants and listens. The consultants discuss between them the case and their insights of what is likely to lead to the client's achieving their consulting goal. A can write notes. (10 mins)
 - A will turn back and share what insights s/he has gained and what actions s/he will undertake as a result (5 mins)
 - A will thank B & C for the support

Tips for the consultants

Go for depth rather than breadth
Questions you might ask the client:

- How does this show up as an issue?
- How will you know this has made a difference?
- How do you feel about it?
- How will others know? What will others notice?

The conversation you might have:

- As well as what the client says, what do you notice?

If there's time, repeat.

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