A stylised peer learning process map

Pre-foundational phase: Consideration given to engaging groups of peers

1. Peer group foundational engagement established
   - **Tools**
     - Purposeful matching
     - Group meetings
     - Common assessment product
     - Peer knowledge products
     - Training sessions
     - Expert peer review
     - Single- or multi-peer self-assessment
   - **Risks**
     - "Magic bullet" thinking – "it’s peer engagement, so it must be peer learning, so it must be good"
   - **Risk Management**
     - Structured assessment of the overall purpose of the engagement
     - Scoping the demand

2. Achieves sustained contact between individuals
   - **Tools**
     - Paired engagements
     - Online networking
     - Site visits
     - Joint activities
     - Community publications
     - Peer produced knowledge products
   - **Risks**
     - Hitting formal target but missing the politically-smart point
   - **Risk Management**
     - Exercises to help establish commitment and trust within the peer learning community
     - Activities for maintaining momentum

3. Learning outcomes achieved
   - **Tools**
     - Peer produced products
     - Site visits
     - Joint activities
     - Community publications
     - Single- or multi-peer reflection
     - Good-natured competition
     - Defining learning objectives
   - **Risks**
     - Standard reform solutions are promulgated via peer learning
     - Scoping the demand
   - **Risk Management**
     - Using research evidence
     - Tools for meaningful and inclusive conversations
     - Including formal training within peer activities
     - Approaches to evaluate learning objectives
     - Tools to develop reflection

4. Learning applied to create change at scale
   - **Tools**
     - Individuals from the same organisation learning as a group
     - Ensuring organisational mandates provided to individual learners
     - Report back sessions
     - Domestic communities of practice to feed lessons forward
   - **Risks**
     - Weak evaluation of the peer learning engagement
     - Learning outcomes not focused on results at scale
   - **Risk Management**
     - Establishing links between the peer learning and the home context
     - Activities to help in building negotiation skills
     - Developing coalition-building skills
     - Approaches for evaluating the overall peer learning initiative