

## 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

### Achieves sustained contact between individuals 2

**Tools**

- › Paired engagements
- › Online networking
- › Site visits
- › Joint peer 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 (technical skills, flexibility, political savvy, constructive subversion)

**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

### Learning applied to create change at scale 4

**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
- › Strategising through a “theory of change”
- › Activities to help in building negotiation skills
- › Developing coalition-building skills
- › Approaches for evaluating the overall peer learning initiative