Getting the most out of your Peer Group

Purpose of the Peer Groups

• Sharing and support
• Assignments and discussions on the self-directed days
• Organising your Peer Group Hot Topic

Suggestions to maximise the benefits of your Peer Group

• Arrange meeting times and places for the ‘Day 2’ sessions for Modules 2-5, e.g. take it in turns to host it in your department
• Looking at each other’s action plans to see if there are any common needs or similar milestones so you can learn from each other
• Supporting each other to take strategic steps, especially if outside comfort zone, e.g. going to speak to senior people, apply for new job, etc.
• Hearing each other’s progress and celebrating successes
• Sharing resources, articles, web sites, information about development opportunities, etc.
• Shadowing each other, or suggesting people in each other’s departments
• Exploring common areas for development - something you could tackle together or go on a course together
• Share tips re. how to get the best from your mentor
• Inviting one of your mentors to speak to the whole peer group on a relevant subject
• Social lunches etc.
• Helping each other to digest and process feedback, e.g. from annual review or interview
• Challenging any negative assumptions

Planning in Peer Groups

Spend 30 minutes in your Peer Groups discussing how you want to get the most out of the this aspect of the programme. Take geographic locations into account, e.g. meeting monthly face to face or Skyping if distance is a constraint. Do you want to hold any extra-curricular events? Anything else? Write up on a flipchart and present back to the other Peer Groups.