Peer Consultation Reflection Session: Workshop Concept

Work package 3

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1. Aim and background of tool

The *Peer Consultation Reflection Session* is a monitoring tool that is based on the monitoring principle about reflection as an important monitoring methodology (Coleman and Ripping 2000). The aim of the monitoring tool is to create an arena where participants in the GenderTime project could listen, reflect, share ideas and solve problems together and learn from each other's experiences of the implementation progress across the national teams. That is something that has been requested in the past and something that is always appreciated and useful during the implementation process.

The development of the tool was inspired by previous literature on peer consultation reflection exercises (Brown et al. 1999). Peer consultation reflection exercise is an innovative strategy for personal and professional development that can be used in many different settings, creating a valuable opportunity to interact and learn from colleagues. It is method that encourages and helps people to see their situation from a different perspective and to understand problems in a different way. When the *Peer Consultation Reflection Session* is working well it promotes equality among participants and generates new ideas and solutions for both presenters and participants.

2. Structure of the workshop

The the participants at the GenderTime project meeting are divided into four different peer reflection groups to discuss four different themes provided by workshop leaders. After 30 minutes discussion in these four groups, four new groups were formed, discussing four new themes.

Besides the themes to discuss the participants were also provided with instructions for *how* to discuss them.

The participants are expected to switch between taking on the role as a presenter, i.e. a person that describes and reflects over a situation, action, challenge or good practice and the role as reflection facilitators. Reflection facilitators are expected to pose questions to the presenter to further clarify the challenges or to further increase the understanding of the success factors. The participants in the groups thus form a so called peer reflection team that not only facilitates the reflections of the presenter but also contributes with their reflections on how to for example overcome challenges or how to best take advantage of the success factors.

The *Peer Consultation Reflection Session* monitoring tool was tailor made because the eight themes that are going to be discussed in the peer reflection groups are based on the information that the GenderTime teams provided in the *Interim Feedback Report* (see previous template). In order to facilitate reflections to be shared in a helpful manner and to stimulate sharing of good advice and solutions to challenges the themes are constructed as so-called "how to"- themes. The reflection experiences are supposed to focus on success and challenges within the specific "How to"-theme: how to overcome challenging factors and how to use supporting factors?

The first round of reflection sessions was thus organized around the following four themes:

- How to assess equality in complex organisations (employment/salary)?
- How to understand the gendered career through interviews and focus groups?

- How to raise awareness within the organization?
- How to support women through mentoring?

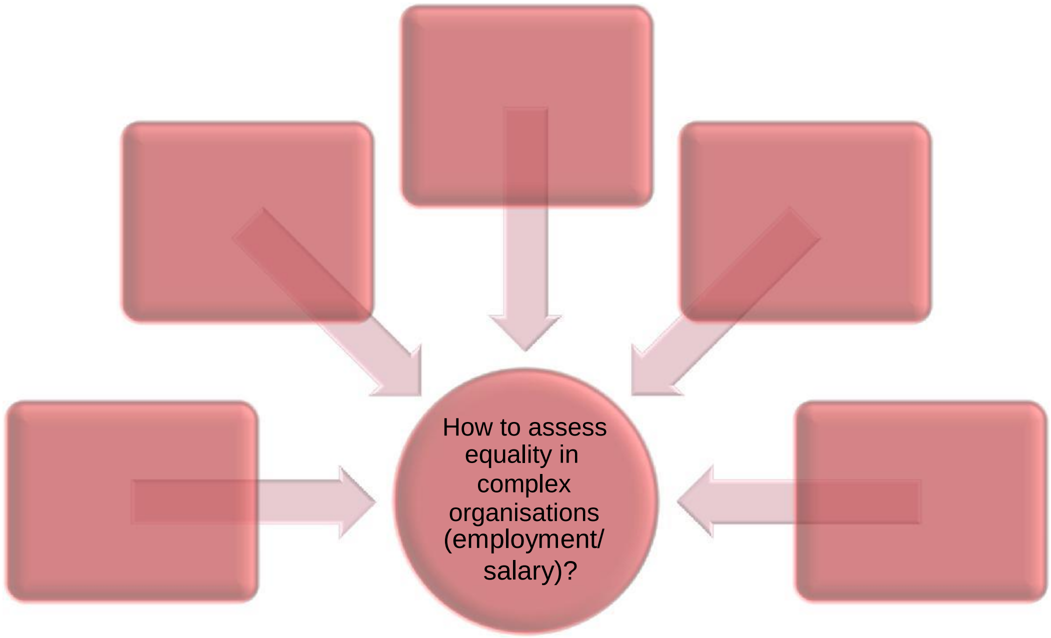
The second round of reflection session was organized around the following four themes:

- How to monitor through gender sensitive indicators?
- How to identify career obstacles through exit interviews?
- How to disseminate good practices outside the organization?
- How to challenge male dominance through women's networks?

The participants in the workshop are divided into the *Peer Consultation Reflection Sessions* groups based on information reported by the GenderTime partners in the *Interim Feedback Report* but also in two previous monitoring tools: the *Operational Process Monitoring Tool* and *The Self-Assessment of Change Agent Role*. The groups are constructed based on whether they could construct helpful advice based on previous experiences within this field of subject – or whether they had requested or could use such advice in the near future. GenderTime participants from national teams that had already successfully performed exit interviews are teamed for example teamed with participants from GenderTime teams that were planning to perform exit interviews in the near future.

In order to further stimulate the discussion and the reflections the participants in the reflection sessions are also provided with sheets of GenderTime experiences linked to the "How to"-theme of their session. These were experiences that the GenderTime national teams had reported in the *Interim Feedback Report*. The so called presenter in the session could consult this sheet when deciding what experiences to reflect over and share while the reflection facilitators could also consult this sheet with experiences when asking questions to the presenter to facilitate more detailed reflection sharing.

Figure: Example of one "How to"-theme reflection sheet



After 60 minutes everybody had participated in two *Peer Consultation Reflection Sessions* and a short "check-out" phase commenced, where one rapporteur in each eight teams reported back their main reflection results and the key insights that had surfaced during the reflection sessions to the whole group.
So called "reflection sheets" should be filled with notes and handed back to the workshop leaders.