

Tool - Peer Input Process



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Working on complex community issues is time consuming and tough. People working in community organizations often come across challenges they struggle to overcome on their own.

The Peer Input Process is a technique adapted from a coaching technique used by executives in large corporations designed to assist people obtain their input in a relatively quick and structured way from their peer group.

Step 1 – Introduction (5 minutes)

The Facilitator introduces the purpose of the Peer Input Session, the person-seeking-input, and the steps in the Peer Input Process.

Step 2 – Unpacking (20 Minutes)

The person-seeking-input takes 20 minutes to share the issue or challenge they are experiencing and finishes their presentation with a concrete question they'd like feedback from their peers on.

Step 3 -- Questions (20 Minutes)

- *Clarifying questions (10 Minutes)* - Peers now have 10 minutes to ask very precise clarifying questions to gain a better understanding-more detail.
- *Probing questions (10 minutes)* - Peers have the opportunity to ask deeper more probing questions (usually start with 'Why' or 'How').

Step 4 – Group Discussion (20 Minutes)

The peer group now has a chance to talk to each other in answering the question posed. The presenter cannot at any time interject –they are simply “listening in” to the conversation

Step 5 – Reflections (5-10 Minutes)

The Person-seeking-input reflects on the process, what they may or may not have learned, and shares how they might proceed with their question based on the group's input.

Step 6 – Wrap Up

The Facilitator wraps up the event.

The Question

Are collaborative, comprehensive community initiatives a practical and effective approach for municipalities seeking to “re-engage” citizens in local arts, culture and heritage and build robust, vibrant communities?

