

What is it like to be a peer?

Induction and Q&A for new member peers

Cllr Colin Mann, Caerphilly Council

Cllr Helen Holland, Bristol City Council

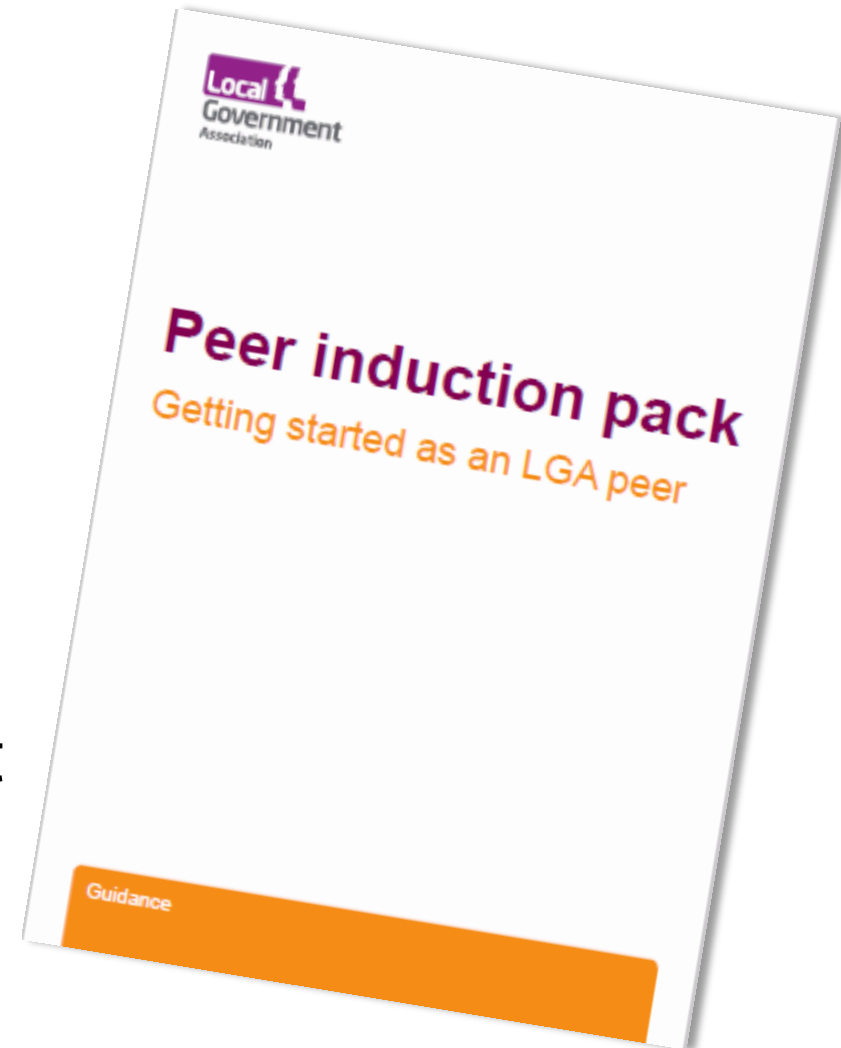
Gary Hughes & Becca Singh, LGA

**THANK
YOU!**

Induction and Q&A for new member peers

We will cover:

- Types of peer work
- Payment and expenses
- How are peers chosen for projects?
- Preparing for an assignment
- Hints and tips
- Q&A



Peer competencies and behaviours

LGA Peers are expected to display the following competencies and behaviours:

1. Developing others
 2. Work effectively with others
 3. Providing challenge
 4. Planning and communicating effectively
 5. Political and organisational awareness
-

Types of peer work

- Peer challenges
 - Mentoring/ coaching
 - Leadership development
 - Member development
 - Officer training
 - Partner training
-

How are peers chosen for projects?

- Request goes to the LGA political group office (PGO) with the brief for the assignment and the skills/ experience needed
 - The PGO will make first contact about interest and availability
 - The client will be given the profile for the proposed peer(s) and will confirm who they want to use
 - Proposed peers informed whether they have been selected or not
-

Payment and expenses

- Daily rate of £300
 - Will include preparation time and delivery time
 - Plus reasonable travel, accommodation and subsistence expenses
-
- See LGA expenses policy
-

Preparing for an assignment (1)

- Peer challenges
 - Possibly asked to make contact with counterpart
 - Read background information in advance of the peer challenge Peer team teleconference – peers share initial impressions
 - Peer team meeting for the evening prior to the peer challenge
 - NB: Post-onsite work
 - Commenting on draft report
 - Follow up visits
-

Preparing for an assignment (2)

- Co-facilitation assignments
 - Pre-event briefing from the LGA regional team and/or event facilitator to give background on the client council and to discuss how to organise the facilitation or presentation role.
 - Possibly asked to make contact with counterpart
-

Top tips (1)

- Be prepared – look up key information about the council, your team, think about examples you could share to add value to the session
- Practice active listening – What are you hearing? What are you not hearing?
- Maintain confidentiality after peer work
- Take care with social media – is the ‘host’ council happy to have it known there is a peer challenge or peer support work taking place?

Top tips (2)

- Note taking techniques
- Peer reviews – embrace the post it notes!
- Snacks!
- Flag good practice you've seen elsewhere
- Be sparing with anecdotes about your own council
- Help is available if needed for hotels, travel, etc
- Ask for advice if you're in doubt
- Enjoy it!

Questions...?

Contact details

- Don't forget to follow @LGAPeers and @LGAComms to see the work our peers are involved in

Gary Hughes – gary.hughes@local.gov.uk

LGA Principal Adviser

Becca Singh – Becca.singh@local.gov.uk

LGA Adviser