

# Workshop A – Induction and Q&A for new member peers

Member Peer Conference

Wednesday 6 September 2017

Manchester Town Hall, Manchester

# **Workshop A – Induction and Q&A for new member peers**

**Cllr Bryony Rudkin**, Labour Regional Peer,  
Ipswich Borough Council

**Cllr Mike Haines**, Lead Member Peer,  
Teignbridge District Council

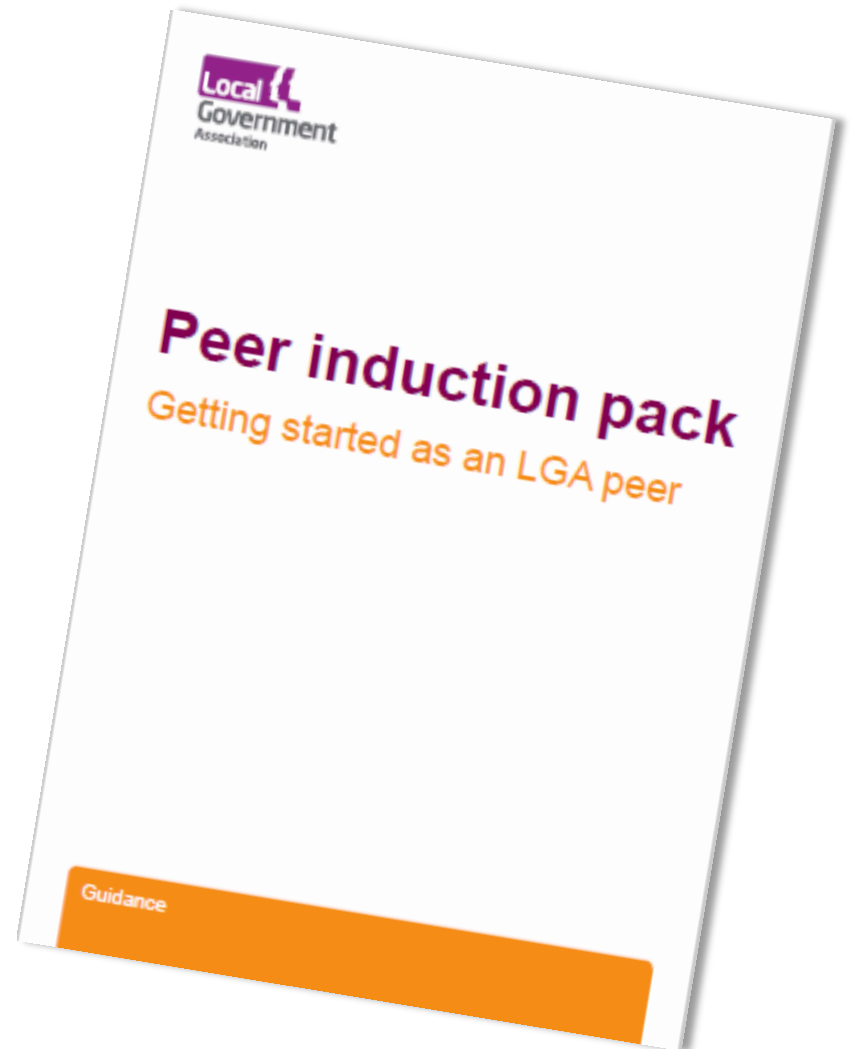
**Kate Herbert**, Principal Adviser for the South  
East, Local Government Association

**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
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# Types of peer work

- Peer challenges
  - Mentoring/ coaching
  - Leadership development
  - Member development
  - Officer training
  - Partner training
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# 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
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# 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
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# 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
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# Payment and expenses

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

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# Political Group Meetings

**Labour – Conference Hall**

**Conservative – Great Hall (in here)**

**Liberal Democrat – Reception Room**

**Independent – Committee Room 1**