

# Learn to design and deliver **peer-led learning, development and change**

A 3-day training from Enrol Yourself.

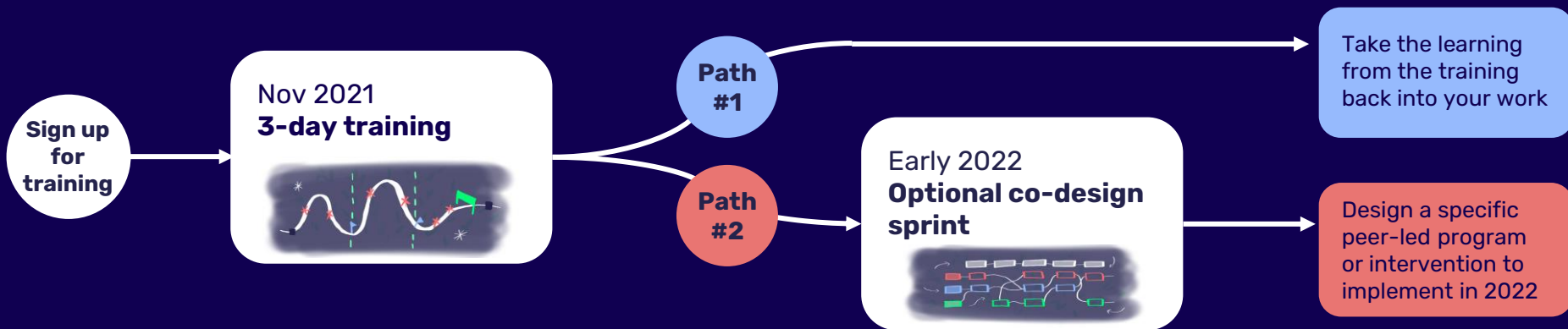


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# Overview: two paths



## In a nutshell?

**Have you got live learning, development and/or change challenges?** Through this 3-day training, invest in your ability to apply collaborative, peer-led approaches to support your aims, objectives and live challenges.

## Key benefits?

1. **Upskill yourself** and bring the learning back into your work
2. **Tackle live challenges** and meet objectives by designing and implementing peer-led approaches
3. Be part of creating a **culture of change**, transformation and continual learning and development at the NHS

## Why is this needed?

**“In our conversations with local leaders, staff & members of the public, a consensus has emerged for the need to accelerate collaborative working”**

Amanda Pritchard, COO at NHS England and Improvement



# Is this for you?



## We're looking for people who:

Hold responsibility for **learning, development, change, culture and/or community**.

Are **proactive and entrepreneurial** within their roles.

Are **comfortable facilitators** and/or have experience leading groups or managing teams.

Have **live challenges** that could be tackled with **peer-led learning, development and support approaches**.

Can commit to **all the training dates**.



## You'll come out able to:

Understand where you can **apply peer-led approaches** to support your aims, objectives and live challenges

**Use cutting edge approaches** to transformation, culture and learning for your programmes and initiatives

**Feel confident generating great chemistry** in peer groups online and offline

**Make a strong case** and advocate for these approaches by articulating the value of peer-to-peer

**Reinvigorate organisational culture post-Covid** by supporting a culture of ongoing learning and collaboration



# Tackling a live challenge?

We interviewed your colleagues to understand their live challenges:



## An Integrated Care Service

**"I have a remit to support staff in this shift to an ICS, as they unlearn and lose some of the structures and people around them"**

**This training might lead to:** a series of collaboration-readiness learning journeys, supporting staff to upskill so they're ready for a shift to an ICS.



## The prevention agenda

**"I'm focused on how to raise the topic of prevention within organisations - there isn't enough focus on the prevention agenda"**

**This training might lead to:** a peer-exchange structure, bringing together people from across systems, to co-learn about raising the prevention agenda.



## Organisational Development

**"I want to gather a group of OD roles focused on culture development to explore how we are going to collaborate more"**

**This training might lead to:** a community of practice to convene those working in OD roles, both inside and outside the NHS.



# Training: content

**The training will focus on equipping you to design and deliver peer-led learning, development and support. We'll cover:**

- **Structures for peer-led learning, development and support**  
We'll share a variety of case studies (from our own work and the work of others) that illustrate effective models and structures - and their uses.
- **Peer-led challenges**  
You'll role play your way through the key challenges you're likely to face, and we'll co-create solutions.
- **Relational dynamics**  
We'll explore the dynamics that occur at different scales of peer support; from the individual, through pair work, small groups and larger networks.
- **Coaching**  
Coaching principles are fundamental to great hosting. We'll train participants in basic coaching techniques.
- **Crafting equitable spaces**  
We'll support you to consider diversity, inclusion and anti-oppression when designing and facilitating.
- **Playful facilitation**  
Play is as powerful a tool for adult development as it is for children. We'll explore the value of play in peer-led settings.
- **Engaging, recruiting and making the case**  
To implement peer-led approaches you'll need to convey the value and attract support and participation. We'll share our learnings.



**"I came away feeling prepared on a deeper level: having cultivated the mindsets, relationships and hosting dynamics that would enable us to 'hold' enriching and demanding processes."**

Rebecca Ford, Head of Collaboration and Learning Design, The RSA



# Training: dates

**The training includes the equivalent of 3 days of facilitated content, split over a series of 8 online sessions.** All sessions are 2hrs 15m to allow for a proper break midway. The training also includes access to a toolkit of resources.

**3 day's worth of training. November 2021.**

## Training wk 1

Wed 17th  
Session 1  
2hrs 15m

Thur 18th  
Session 2  
2hrs 15m

Fri 19th  
Session 3  
2hrs 15m

## Training wk 2

Tues 23rd  
Session 4  
2hrs 15m

Wed 24th  
Session 5  
2hrs 15m

Thur 25th  
Session 6  
2hrs 15m

Fri 26th  
Session 7  
2hrs 15m

## Training wk 3

Mon 29th  
Session 8  
2hrs 15m

**Following the training in November, there will also be an optional opportunity to participate in a 'co-design sprint', for those who want to design and implement specific, peer-led interventions in 2022.** Dates are not yet confirmed, but this is planned for early 2022 and will likely take place across 3 online sessions





# Case study: peer-powered climate action



**"I've been part of lots of behaviour change initiatives, but this the best I've seen in terms of direct change. Nearly everyone changed their bank account. People invested ethically for the first time. People actually did stuff."**

Kate Ford, OwnIt host

How 140 women moved £1.2 million for the planet.

**What?** OwnIt is a peer support network helping women take #ClimateAction through their personal finances (e.g. by moving their pension). Initiated by Friends of the Earth, delivered by Enrol Yourself.

**How?** Simply by getting a group of friends or colleagues together to do the OwnIt programme of 3 sessions, women are better able to turn climate change concerns into action, whilst improving financial literacy.

**What next?** We were blown away by the impact of our first pilots. 140 women moved more than £1.2 million for the planet. Next we'll be rolling out the programme so that a movement of women can shift £1 billion by 2030.

The structure of the peer support programme:



**How could peer 'power' support transformation within the NHS?**



# Evidence: putting research into action

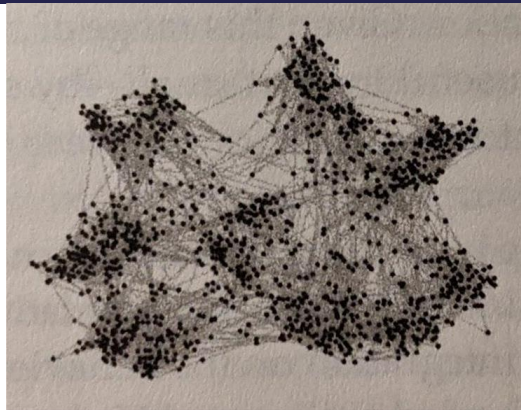
## Why are peer-led approaches to learning, development and change so effective?

### Behaviour change spreads through small clusters of strong relationships

**What:** In today's world it is simple for us to pass information from person to person. But when it comes to sharing anything more complex than straight-up information – for example passing on shifts in behaviour or mindset – Centola's research has shown that social reinforcement and clusters of strong, meaningful (ideally local) relationships are the key.

**Implications:** When organisations want to transform, the success of their change programmes hinge upon the way they organise their network structures and bring people together.

**Source:** Damon Centola, Network Dynamics Group, Leonard Davis Institute of Health Economics



### Trusted relationships alter our perception and decision making

**What:** Jim Coan's empirical findings that show that when people are by themselves looking up at a hill, they see the hill as steeper than it is (their brain is trying to 'talk them out of it', to conserve valuable resources). If a trusted friend shows up, the hill corrects itself in terms of its perceived steepness. The relationship alters their perception, changing the way their brain budgets metabolic resources.

**Implications:** When people need to learn, change or take action, they will perceive this process as less challenging when surrounded by trusting relationships.

**Source:** Jim Coan, Director of the Virginia Affective Neuroscience Laboratory





# About Enrol Yourself

**Enrol Yourself is an award-winning social business shifting mindsets and behaviour through the power of peer-groups.**

We are a collective of learning designers, facilitators and change-makers. We work collaboratively to deliver projects in partnership with organisations, drawing on our unique experience running the Learning Marathon.

We train organisations in peer-led approaches that they can apply to their live learning, culture and community challenges.



## Why Enrol Yourself?

- 1. Understanding born of deep experience:** we've replicated the Learning Marathon >25 times in different locations and contexts.
- 2. Trusted by organisations including:** Nesta, Friends of the Earth, the RSA and Sport England to support their peer-led ventures and strategies.
- 3. Inclusion and equity at the heart of our approach:** read about how we're investing in this [here](#).

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# FAQs

- **What level of experience is required to participate?**

There are no prerequisites for joining this training, you're welcome to apply. However we do recommend that you come with some experience of facilitation and/or leading groups and managing teams.

- **What is the time commitment for participants?**

Participants will need to be able to commit to the training dates and times that are outlined on p5 of this deck.

- **We've spent so much time on zoom! How will you keep it energising?**

Keeping online learning experiences engaging and energising is our bread and butter. We deliberately keep each session short, have regular breaks, and mix things up with a variety of facilitation styles.

All our sessions are designed using principles of experiential learning, connecting you with other participants – and of course peer-to-peer exchange.

- **Will this training meet participant access needs?**

We will endeavour to meet the needs of those that want to participate. Our live sessions will take place via Zoom, using a variety of online tools like Mural. A good internet connection will ensure the best experiences. There will be an option to turn on live captions during sessions.

Please get in touch with any questions – and there's space in the sign up form to let us know how we can make this work for you.

- **The times don't work for me or my team member/s. Are there other options?**

We have now set the dates for this training. But please do get in touch to register your interest in future opportunities.

- **Can I send several team members on this training?**

Each System has an allocation of 3 places. Where more apply, we will go through a selection process.

- **How do we sign up?**

Registrations close on the 29th October at 5pm.

By applying, you are agreeing to a cancellation charge of £150, you will be liable for this fee if you are successful in obtaining a place and then withdraw/ do not attend the programme without extenuating circumstances.

[Click here to apply](#)

- **How can I get in touch with a Question?**

Please email [leadership.sw@leadershipacademy.nhs.uk](mailto:leadership.sw@leadershipacademy.nhs.uk)