



# DEAR

DEVELOPMENT EDUCATION  
AND AWARENESS RAISING  
supporting global change



Session 6. Project activity Fair



## 6. Project activity Fair

### Purpose

To share successful tools and discuss the context and replicability of these accomplishments

### In plenary

A two-minute pitch of favourite, successful activities, materials, tools from participants' projects

### Focus points

What/Why/How is it working? Context, replicability, points of success on eg. from your work/project



## 7. “Cabinet of curiosities”

### Purpose

To share unsuccessful projects/activities and identify the stress points and common pitfalls of DEAR in your approach/project

### Energizer/group work – “do not try this at home”

Design a project/activity with typical features that will go wrong

### Plenary presentation

1-min presentation showing why the projects/activities will go wrong

## Group work

3 min

Self-organized groups design a project or activity with typical features that will go wrong

1 minute presentation showing why the projects/activities will go wrong

## 8. Capitalisation – learning from projects

### Purpose

To identify key positive practices and share experiences and perspectives on how to bring successful closure to a DEAR project.

### Group work and presentation

Learning from the past and planning for the future

### Group work

25 min – 5 groups

Learning from the past and planning for the future:  
Your experiences, perspectives, ideas on 3 key issues:

1. your advice/how you harvest learning
2. turn it into improvements to inform future work
3. good practice principles to communicate achievements

## **Plenary presentation**

30 min

### **Report back**

3' presentation case studies and suggestions on:

1. your advise/how you harvest learning
2. turn it into improvements to inform future work
3. good practice principles to communicate achievements

Plenary discussion – key issues



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## **9. Using 'Project retrospectives'**

### **Purpose**

To exemplify 'Project retrospectives' as an approach to bring closure, strengthen partnerships/teams and prepare for future work

### **Plenary presentation + Q&A**

What is a 'Project retrospective' and how it's main features can be used by DEAR projects?



## What is a project retrospective?

- ▮ Constructive glance at the recent past to enable a better future - "How can we work together to improve now, so our next project will be better?"  
Inspiration: Norman L. Kerth
- ▮ A human cooperative process - Bring closure, heal partners/teams relationships and build a stronger plan for future? Inspiration: family therapist Virginia Satir
- ▮ Step by step team process with a facilitator(s) – at the end (or before - eg. Agile) of a project



## Why do we need a project retrospective?

*"Here is Edward Bear, coming down the stairs now, bump, bump, bump, on the back of his head. It is, as far as he knows, the only way of coming downstairs, but sometimes he feels that there really is another way, if only he could stop bumping for a moment and think of it"*

From *Winnie-the-Pooh*, A.A.Milne children's classic

...



## Why do we need a project retrospective?

### To achieve 1 or more goals (1<sup>st</sup> step!)

- A) Capture project data;
- B) Get the big picture/story out;
- C) Improve process, procedures, management, culture;
- D) Capture collective wisdom (eg. survive break up of team);
- E) Repair damage to the team (do not reject feelings!);
- F) Or just enjoy the accomplishments!



## How to make a project retrospective?

1. What is your goal?
2. How healthy is the partnership?  
(the more dysfunctional the less deep can be)
3. Do I have the skills to facilitate?  
(external, needs to know team & have their trust)
4. Time and space  
(a safe space, ensure participation and continuity)
5. Adaptation of many and creative methodologies  
(eg. Virginia Satir 4 questions)



## How to make a project retrospective?

Virginia Satir 4 questions:

What went well? - recognition of successes;

What didn't go so well? - transform blame into constructive knowledge;

What have I learned? - summarising knowledge;

What still puzzles me? - deeper analysis

Norman L. Kerth:

Exercises (almost never direct questions – for more creative, in depth answers) for each phases and objective to accomplish, adapted to context, participants and the flow (see eg. Plan pp 16) etc.



## Resources

"Project retrospectives - A handbook for team reviewers" (2001) by Norman L. Kerth  
[www.retrospectives.com](http://www.retrospectives.com)

Ongoing retrospectives:  
"Retrospectives Agile Wiki"  
[http://retrospectivewiki.org/index.php?title=Main\\_Page](http://retrospectivewiki.org/index.php?title=Main_Page)

"Making good teams look great" by Esther Derby and Diane Larsen

