

SNOWBALL

An individual thinks about an issue then joins with one other person to find a statement both can agree with. (The statements should ideally be short – maximum 20 words.)

The pairs then double up to fours to continue the process, then into groups of eight.

Finally, the whole group draws together and spokespersons for each group of eight feed back ideas.

JIGSAW

The trainer divides the cohort into small groups consisting of four or six members. Each member individually studies different content related to the same topic. For example, if there are six members, they study six different areas of the topic (1-6). This group is known as the 'home' group.

Each 'home' group is then re-arranged into 'expert' groups, so each expert group is focusing on one topic only. Expert members take turns to discuss their key ideas, deepening their knowledge of the topic.

The 'home' group then re-forms and each member shares the information they have explored in depth so that all the pieces of the jigsaw fit together (1-6). The crucial element is ensuring that participants must draw on the combined 'wisdom' of the home group to complete the task successfully.