

# Organizing Staff Refresh Cohorts/Groups

“Peer learning and developing one another within a learning cohort is one of the most powerful learning contexts I’ve experienced.” Doug Nuenke, U.S. President, The Navigators

TDC is excited that you’re considering organizing Staff Refresh cohorts/groups for your staff. Discussion in a cohort can add an important dimension to a training experience. One way to make online training more relational is to go through it with a cohort! A Refresh Discussion Guide is available and can be found at the beginning of each module.

## Questions to Consider When Thinking About Cohorts

- Do you want the cohort to be open (different people each time) or closed (same people)?
- Do you prefer people to go through Refresh within your entity (mission, city, or network) or across entities?
- How often would the cohort meet? Once a week would finish in 3 months, Once a month would finish in 10 months.
- Would the cohort meet to do the Refresh module together or meet to discuss their responses to a module they have done independently?
- Who could facilitate the cohort discussions? It could be the same person each time, or the role could rotate. The Refresh Discussion Guide has ideas for facilitators.

## Ideas for Discussion Cohorts:

You could consider groups based on geography, mission or affinity, or availability.

## Ideas for Geography-Based Cohorts

- Local Teams
  - Campus, Base, City teams
  - Meet in person or zoom to discuss modules
  - Encourage any group around an affinity

## Ideas for Mission- or Affinity-Based Cohorts

- Regional Groups
  - Divide the region into cohorts of 6-9 people
  - Meet virtually monthly to discuss one or two modules

## Ideas for Availability Based Cohorts

- Select (or rotate) facilitators and determine monthly date options (e.g. the third Tuesday morning of each month)
- Send an email to staff and have them sign up for times they are available

## Discussion Rhythm Ideas:

- Cohorts could discuss one module per month and be done in ten months
  - Would require about 3-4 hours of coursework plus a recommended 60-min. discussion group

- Groups could discuss two modules each month and be done in five months
  - Would require about 6-8 hours of coursework plus a recommended 60 - 90 min. discussion group
- Groups could meet monthly for 7 months and discuss modules in these groupings: 1 & 2, 3 & 4, 5 & 6, 7, 8, 9, 10
- Groups could meet quarterly and discuss multiple modules
- Teams who meet weekly could include a discussion in that meeting.

### **Completing Modules Together?**

A lot of folks have asked whether a cohort can complete a module together versus individually completing and then discussing. The answer is yes, but it's complicated! This approach would require some prep work ahead of time by a facilitator, and all participants would need to enroll in Refresh on LearnUpon in order to get credit for completion. Below are the steps if you want to try this option.

1. A facilitator would be designated by your mission/city/network. The facilitator could have the option to get familiar with the module ahead of time or do the module "live" with the people in the cohort.
2. The facilitator would decide if participants would complete Bible studies or reading assignments prior to attending, or if the group would read together (maybe one participant could read it aloud). If studies are to be done prior, the facilitator needs to open the resource folder in the module and email the links for the resources to the participants.
3. Videos and reflection questions could be done as a group. The facilitator could ask each question as it comes up and give some time for reflection before the group answers the question together.
4. To receive credit for completion, each participant must scroll all the way through the module completed as a group.