



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Training Methodology**

Type of practice: **Best Practice**

Country: **England and Wales**

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Title of practice	Learning in Large Teams – The Snowball Methodology
Key features:	<p>This practice becomes increasingly used in England and Wales training programmes that involve larger groups. The form of the exercise and time taken will depend on the number of people involved.</p> <p>The methodology was designed to enable large groups to distil complex thinking or to collaborate to identify a common set of options or ideas. It has been adopted as a means of consolidating learning or to encourage collaboration in the development of new ideas, thus encouraging creativity and shared learning.</p> <p>The essential criteria are that the topics and the outcomes of the exercise need to be relevant to the groups. This way they can appreciate their role in making the exercise a success. The required time will depend on the size of the group and the complexity of the issues.</p> <p>As an example, for a group of 24 people, one would start with four groups of six participants. The four groups would discuss the topic and identify their thoughts on the subject.</p> <p>After 20-40 minutes (depending on the complexity of the subject), the four groups of six join together to form two groups of 12 and they collaborate for 15-30 minutes to share their ideas and come up with a collective view.</p> <p>The final stage sees the two groups of 12 joining together for up to 20 minutes to identify the common themes and/or a collective set of ideas. The final set of ideas is then reviewed in plenary.</p> <p>All stages of the exercise take place in one large room. Initially groups sit around tables, or gather around flip charts. As the groups expand, the participants find their own ways of gathering together and collecting their ideas. They are facilitated by one or two people who act as timekeepers</p>

	<p>and manage the various stages of the exercise.</p> <p>A good facilitator will encourage the group to work collaboratively and will direct the three or four stages of the exercise and keep time. The participants will self-facilitate within their groups.</p>
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<p><i>Other comments</i></p>	<p>The exercise is also very cost-effective, as the participants in the group do the work themselves, with the aid of one or two facilitators. The logistical requirements are small – a room large enough for the groups to work together and materials for them to capture their ideas (flip charts, white boards, paper and pens).</p> <p>This methodology is easily transferable, may be applied to continuous or initial training alike and it may be considered a BEST PRACTICE.</p>

Source: Pilot Project - European Judicial Training: "Lot 1 – Study on best practices in training judges and prosecutors", carried out by the European Judicial Training Network (EJTN)