

# RMES Together 2015 Modalities

## Trade Secrets on 'How to' Knowledge

## Showcasing

## Brainstorm. Focus. Act.

## Master Classes

## Peer-to-Peer Clinic

## Meet the Managers

## Hard Talk 'Inform, Engage, Inquire Series'

### What

Provides guidance, tips and experiences on "how to" knowledge, such as: "getting things done in the WBG," "how to negotiate with internal clients," "navigating systems and processes," lessons learned from successes, failures, pitfalls.

Demonstration or sharing of tools, techniques, approaches, and lessons that may be adapted by RMES members for their work. This type of session may include exercises and practice sessions working with the subject matter experts to "try a hand" at the tools, techniques, approaches, and lessons.

Facilitated brainstorming sessions that not only surface ideas and information, but also focus and prioritize them, and ending with plans to act on or use the information (typically post-event). Outputs (lists, categories) will be produced for future action by session sponsors and/or RMES community.

Master Classes are a structured format for knowledge transfer (usually through a case study) that are held using specific facilitation techniques designed to "draw out" the intangible knowledge held by "Masters" and make it available and "draw in" participants to interact with this knowledge.

RMES members work with one another or in very small groups to share knowledge and find answers.

An opportunity for RMES members and World Bank Group managers to get to know one another and discuss common issues around RMES work – over lunch.

Fast-paced, personal and highly interactive interview-style plenary events with technical specialists and leaders in their field.

### For Whom

All RMES members

All RMES members

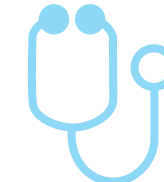
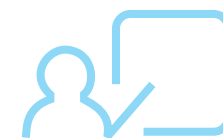
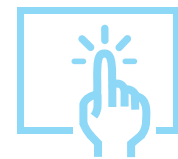
All RMES members

RMES members with foundational and/or higher knowledge on topics (may be prerequisite knowledge for attendance on some/many sessions). Typically no more than 12-15 participants per Master Class.

RMES members with specific problems to solve together.

RMES members

RMES members



### How

Storytelling will be emphasized.

Storytelling, demonstration, experiencing – will be case dependent.

Structured facilitation centered around discussion, idea generation, categorizing for action. RMES members as participants with a session facilitator. Speed dating with knowledge, involving writing, editing, adding questions, finding answers.

Structured case study, followed by discussion with participants. Masters will require training by a facilitator to assist in creating a structured format for the session.

Internal clients submit issues prior to the session to allow RMES members time to review and prepare. May include:

- Experienced/senior peer reviewers work in teams to cross-learn and review the advice/inputs.
- "Shadowing" with junior RMES members; Shadowers assist in preparing and debriefing.
- Expert observers participate and give post review/clinic feedback to experienced/senior RMES members.
- Clinics/reviews may be public or private (predetermined).

Managers may have a pre-determined set of rotating topics for discussion.

Built around questions put forward online and in real time by audience.

### By

RMES members, in certain sessions with specialized topical knowledge.

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All RMES members, in single group or small groups to surface ideas.

A "Master" is a seasoned expert with high amounts of tacit knowledge.

Experienced/senior RMES members working individually or in teams.

Managers across the WBG.

Could be used with management and/or opening or closing (external) speakers.