



CPD Module 4 Lesson Plan: Participatory Narrative Inquiry (PNI)

Description of the Learning Activities	Timing (minutes)	Materials/ Equipment Required	Assessment/ Evaluation
<p><u>Workshop Opening:</u></p> <ul style="list-style-type: none"> • Begin by welcoming the participants and introducing everyone. Explain the purpose and learning outcomes of the training. • Ask everyone to introduce themselves and provide three facts about themselves. Two must be true and one must be a lie. Other participants should guess which fact is which. 	20 minutes	<p>Training venue with IT equipment for all participants as necessary</p> <p>Flipchart and markers;</p> <p>Sign-in sheet;</p> <p>Pens and note-taking materials for participants</p> <p>Powerpoint slides</p>	Participants will engage in all group activities
<p><u>Activity 1: Story mapping exercise</u></p> <p>The goal of this exercise is to help participants identify and map out the key elements of a story.</p> <ul style="list-style-type: none"> • The facilitator will split participants into groups of three or four and each group will be given flip chart paper and markers. • The facilitator will ask each group to 'Tell a story about a time when you faced a difficult decision'. • Each group will work together to map out the key elements of their 	60 minutes	<p>Training venue with IT equipment for all participants as necessary</p> <p>Flipchart and markers;</p> <p>Sign-in sheet;</p> <p>Pens and note-taking materials for participants</p> <p>Powerpoint slides</p>	Participants will engage in all group activities



<p>story including the setting, the characters, conflict and resolution.</p> <ul style="list-style-type: none"> • After 30 minutes the facilitator will ask each group to present their story to the rest of the participants. • The facilitator will lead a discussion on the different approaches that each group took to map out their story. 			
BREAK	10 minutes		
<p><u>Activity 2: Role play</u></p> <ul style="list-style-type: none"> • Explain what participatory narrative inquiry is and discuss the importance of listening and inquiry skills in participatory narrative techniques. Explain the different methods that can be used, such as active listening, reflective questioning, and paraphrasing. Use the powerpoint to explain key concepts and terms. • Split the group up into pairs and ask each group to practice a roleplay. Participants should take it in turn to share a personal experience or story related to their workplace. 	60 minutes	<p>IT equipment</p> <p>Flipchart and markers;</p> <p>Pens and note-taking materials for participants</p> <p>Powerpoint slides</p>	Participants will engage in all group activities



<ul style="list-style-type: none">• They should use one of the listening methods to engage in a conversation and explore the story in more depth. They should use the following questions:<ol style="list-style-type: none">1. What was the most challenging part of the situation you experienced?2. Can you tell me more about how you felt during that experience?3. What were the main factors that contributed to the outcome? <p>When this is done, the participants should switch roles and let the other person ask the following questions:</p> <p>Reflective Questioning:</p> <ol style="list-style-type: none">1. What do you think you could have done differently in that situation?2. How did your own assumptions or biases affect the situation?3. What did you learn from that experience that you can apply to future situations? <ul style="list-style-type: none">• The facilitator will bring the group back together and facilitate a discussion about the exercise. They will ask participants to share their experiences, insights, and			
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<p>challenges, and encourage them to ask questions and provide feedback. They will use the flipchart to write down key points and summarise the discussion.</p>			
<p>BREAK</p>	<p>10 minutes</p>		
<p><u>Activity 3: Case Study: Communication breakdown and creating an inclusive workplace</u></p> <ul style="list-style-type: none"> • The facilitator will use the Powerpoint to explain what narrative inquiry is and how it can be used to understand and address workplace issues. They will provide examples of situations where narrative inquiry can be useful, such as when dealing with issues related to diversity and inclusion, or communication problems. • Using the Powerpoint presentation, the facilitator will introduce the case study on communication breakdown and creating an inclusive workplace. • They will divide participants into groups of 4 and ask them to study 	<p>60 minutes</p>	<p>IT equipment</p> <p>Flipchart and markers;</p> <p>Pens and note-taking materials for participants</p> <p>Powerpoint slides</p>	<p>Participants will engage in all group activities</p>



<p>the case study and asked how they would resolve the issue.</p> <ul style="list-style-type: none"> The facilitator will ask someone from each group to feed back to the larger group. The facilitator will then show the powerpoint and discuss how to integrate narrative inquiry into ongoing workplace processes and initiatives 			
<p><u>Activity 4: Group discussion</u></p> <p>The aim of this activity is to encourage participants to share their stories and experiences and to practice what they have learned about PNI by asking reflective questions and putting it into practice.</p> <ul style="list-style-type: none"> The facilitator will lead a group discussion and ask participants ‘How has your cultural background influenced your identity’ Participants will take turns sharing their personal stories and experiences related to the topic. The group will be asked to ask questions at the end for clarification and to encourage the discussion. 	<p>40 minutes</p>	<p>IT equipment</p> <p>Flipchart and markers;</p> <p>Pens and note-taking materials for participants</p>	<p>Participants will engage in all group activities</p>
<p><u>Workshop Closing</u></p> <ul style="list-style-type: none"> The facilitator will end the session by asking participants to share their 	<p>15 minutes</p>	<p>IT equipment</p> <p>Pens and note-taking materials for participants</p>	<p>Participants will engage in all group activities</p>



<p>experiences and insights of the workshop. They will ask participants how they felt during the workshop and what they learned about participatory narrative inquiry.</p> <ul style="list-style-type: none">• The facilitator will finish off by asking each participant to name one new thing they have learned about PNI.• They will thank all participants and encourage them to get in touch if they have any further details.			
Total duration of the lesson	4.5 hours		