

## Margolis Wheel

A Margolis wheel involves participants consulting one another to discuss challenges and share approaches and advice.

### Why use it?

- Give participants the opportunity to find solutions to problems by talking to people who share their experiences and challenges
- Cross fertilisation of approaches and methods undertaken to address challenges
- Help come up with new ideas about a topic

### How to use it

- 1** This exercise works best with about eight to twelve people in each Margolis wheel. So first divide participants up into groups of about this size.
- 2** Now divide each group into two equal halves, with an 'A' half and a 'B' half.
- 3** Have the 'A' half sit in a tight circle facing outwards.
- 4** Have the 'B' half sit in a wider circle around the 'A' half, with each person from the 'B' half directly facing another person in the 'A' half.
- 5** Ask each person to think of an issue that they are having/had difficulty with or choose from the issues extracted from the reports.
- 6** Instruct the 'A' half that they are going to be advisors to the 'B' half's different issues. They will have three minutes to listen to the issues of the 'B' half sitting opposite them and offer any advice.
- 7** When all of the 'B' half has decided on their issues, they can start explaining them to the 'A' half opposite them and the 'A' half can offer their advice back.
- 8** After three minutes, shout 'Change!' Ask all the participants on the outside circle (the 'B's) to move around one place to the right. The 'A's stay still where they are in the centre. Everyone should now be sitting opposite someone new.
- 9** Now repeat step seven and give participants another three minutes to explain their issues and offer advice to each other. Then shout 'Change!' again and repeat step eight.
- 10** Repeat steps seven and eight until everyone from the 'B' half has received advice from everyone in the 'A' half.
- 11** When this is done, reverse the whole process, with the 'B' half becoming the advisors and the 'A' half explaining their issues.
- 12** Ask participants to put their ideas into an action plan, or have a reflection discussion as a bigger group.