



## **Twinning Programme Information Pack**

Lawyers Against Poverty (LAP)'s Twinning Programme is designed to connect members of the legal profession in different regions to gain insight into practice in a different context and develop personal and professional relations.

### **WHAT IS A 'TWIN' RELATIONSHIP?**

The Twin relationship is a mutual exchange – an opportunity to connect with a peer in the legal community, build a new relationship, give and get support. This process is facilitated over the course of a year by Lawyers Against Poverty (LAP) with an open format that offers Twins the flexibility and freedom to tailor their own journey. We hope you will feel connected to a global community and experience progress in your professional work and development.

### **WHAT APPROACH DOES TWINNING USE?**

We use a coaching approach to offer Twins a structured way to get to know one another and start to build a relationship. We offer a variety of tools and resources to help navigate the process. These include guidance on goal setting, coaching questions and models you might use to help navigate specific issues and topics. We use this approach because coaches do not need to be experts in the area the coachee requires support. The coach's role is to question, share reflections, and enable the individual to find answers for themselves.

### **HOW DOES IT WORK?**

Twins have a total of 12 sessions together over the course of 12 months. Each session lasts approximately an hour. You start by exploring together what you hope to achieve from the session and setting expectations. During the process, you alternate, taking it in turns to be 'Lead Twin', or 'Support Twin'. The overall process is facilitated by Lawyers Against Poverty (LAP), though each pair manage their own agenda, schedule, and progress. Towards the end of your 12 sessions, you will spend some time reflecting on your learning and reviewing progress together. You are free to call on us for support at any stage during the programme.

## **WHAT DO YOU GET OUT OF IT?**

Twins gain insight into practice in different regions, build relationships with legal professionals around the world and benefit from the support of their Twin when dealing with professional challenges. Many Twins develop ideas for joint projects and collaborations and continue the relationship after the formal programme has come to an end. In particular, the goal setting exercise at the start of the process allows each Twin to identify the kind of support they most need.

These include some, or all, of the following:

- mentoring support and guidance based on your experience
- a sounding board for issues that crop up
- discussion of ideas
- solving problems
- technical advice on legal matters
- general careers advice, including suggestions and professional connections
- working together on a joint project
- giving each other a fresh perspective

## **HOW WILL WE MATCH YOU?**

We will ask you what you hope to get out of the programme and specific areas of interest at the start of the programme – you will then be matched with someone who best fits this profile. We pair Twins who have comparable levels of experience to ensure the exchange is a mutual one. This means it can sometimes take a bit of time to find the right person, but we will keep in touch throughout this process.

## **WHAT IS THE COMMITMENT?**

In terms of specific commitments, you will be expected to participate in:

- An introduction session to develop your coaching skills and meet your Twin.
- Monthly coaching sessions including you as coach and coachee.
- A debrief session at the end of the year, to share learning and experience.
- Opportunities to share your experience with other twins.

We ask that all Twins commit to being reliable and supportive and keep the content of discussions confidential. We may also ask if you would be happy to provide feedback on your experience for LAP publications and evaluation processes.

If you have questions about the programme, get in touch at:

[twinning@lawyersagainstopoverty.org](mailto:twinning@lawyersagainstopoverty.org)

See below for a step-by-step guide of how to get involved:

**1. SIGN UP AS AN LAP MEMBER**

We do not require specific qualifications and welcome all members of the legal community committed to tackling social injustice. LAP members enjoy opportunities to connect and collaborate with lawyers around the world through events, volunteering and skills sharing opportunities. Once you are a member, you will have access to our thematic working groups, project opportunities and a wealth of resources to support you to take action on social injustice. Find out more and sign up on the membership page on the website.

**2. COMPLETE THE TWINNING APPLICATION FORM**

The Twinning application form is available to download from the Twinning page of our website. This is a short questionnaire designed to help us find you the best match. We will ask some questions about your professional background, area(s) of interest and what you would like to get out of the programme.

**3. WAIT FOR AN INTRODUCTION TO YOUR TWIN**

Once we have your application, we will get to work finding the best match for you within the LAP community. Once we have found you a Twin, we will contact each of you to organise an introductory meeting, where one of our team will outline the aims of the programme and share resources to help you structure future sessions.

**4. SET UP THE FIRST MEETING**

This meeting is facilitated by LAP and designed to help you set your goals for the year. We are happy to set up meetings on our platforms and provide any wider support you need to get going.

**5. REVIEW YOUR TWINNING RESOURCES**

We provide Twins with a resources pack with tips and guidance to have a valuable coaching experience. The programme format is flexible, and you may use these as much or little as you want to.

**6. FEEDBACK**

We will incorporate an opportunity to provide feedback and reflections towards the end of the programme. We otherwise don't ask for formal feedback after each session, but always welcome your thoughts and comments to help us improve the format. Once the process is complete, we may ask for feedback or testimonials for our website and promotional materials to engage others.