PEER REVIEW

How to apply it in your organization

Peer review is an evaluation of work by professionals of similar competence and organisations. It is a proven method to get useful, practical and high-quality recommendations for improvement and development of processes and organisations.

Peer review process described here has been inspired by EFQM Excellence Model (efqm.org), developed and adjusted by SISP Swedish Incubators and Science Parks and tested by IRIS project partners.

HOW IT WORKS:

USE IT TO:

- ⟩ Get insight and learnings from colleagues
- ⟩ Evolve as an incubator
- ⟩ Connect with other incubators
- ⟩ Develop your capabilities to support start-ups and SMEs

▷ Self-assess your organization based on a predesigned template; share it with reviewers

▷ Host reviewers (3-4) in your organization: provide with more context, challenges, host presentations by stakeholders

▷ Reviewers analyse and evaluate the information provided and give their recommendations on-site

▷ Management improvement plan is composed

▷ Host organization chooses recommendations for testing

▷ Test of recommendations is performed

▷ The test results and experiences are reported on a template provided by IRIS

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"International participants were an eyeopener and gave us an outside perspective with a non-competitive approach."

IRIS project participant

HOW TO APPROACH IT?

The approach to be used in the peer review process is:

Non-normative
Capturing each organization in its context

Focusing on strengths
Highlighting achievements and presenting opportunities for improvement

Openness-driven
Creating comfortable space for sharing, emphathizing and discussing ideas

The learning perspectives to be applied in the peer review process are:

▷ Self-reflection and dialogue in the self-assessment phase

▷ Inspiration by insight into other organisations

▷ Blind-spot discovery by receiving feedback and ideas from colleagues

▷ System insights by collective learnings from several peer reviews

BENEFITS

1. Concrete and feasible recommendations
2. Resulting in practical change
3. Clarification of vision, mission, strategies and offerings
4. Strengthens professional network as well as their competence

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