PHOTOS AS A VISUAL TOOL FOR CREATIVE CONVERSATIONS
Photos as a visual tool for creative conversations

INTRODUCTION
Photos elicitation interviews (PEI) has been used as a tool for educational research. It helps to (1) document and reflect on the needs and assets of the community; (2) promote critical dialogue about issues of importance to the community; and, (3) promote social change via communication of issues to community and policy makers" (Richardson & Nuru-Jeter, 2011, p. 60). PEI has been actively used as a pedagogical tool in a classroom setting or as an evaluation/action research tool.

METHODS IN WHICH PHOTOS CAN BE USED
(Shohel & Mahruf, 2012):
- Photo essay
- Auto-driven interview
- Reflexive photography
- Photo narratives

PROCESS OF USING PEI
The general process of PEI is as follows: 1. Researchers identify a topic for investigation. 2. Researchers identify and invite participants to the study. 3. Researchers or participants take pictures relevant to a particular question or topic. 4. After pictures are developed, researchers use pictures to guide interviews and elicit dialogue. 5. Researchers analyze data and report findings.

POSSIBLE QUESTIONS USING PHOTO TOOLS FOR A WORKSHOP
What are our strengths as a team?
How do we experience leadership in the current realities of our organization?
How do you envision leadership to look like among the team members?
What can help us make the shift from the current realities to what we envision for the team?
What will our team look like if we make this shift?
What are some assumptions that we have about our team that need to be brought to the table?
What possibilities do you see for ourselves as a team in the future?
What must we shift, change or improve as a team to make education more empowering for our university students?

CONCLUSION
Using pictures as a visual tool for facilitating leadership discussions can be an effective way to cut a picture of current realities, reach a depth of an issue and uncover multiple solutions through a discussion enabled with photo voice. It can be the starting point for talking about difficult topics such as power, agency and gender role in leadership and enabling understanding from a variety of perspectives.
This leaflet is one of the outcomes of the ‘European Arts-Based Development of Distributed Leadership and Innovation in Schools’ (ENABLES) project, supported by a grant from the Erasmus+ Programme of the European Union (project reference number: 2019-1-UK01-KA201-061963; November 2019 to October 2021).

Project partners: University of Hertfordshire (UK) (co-ordinating institution); University of Jyväskylä (Finland); Institute of Lifelong Learning and Culture «VITAE» (Latvia); University of Innsbruck (Austria); Alexandru Ioan Cuza University, Iași (Romania).

The publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Further information on the project is available here: https://www.herts.ac.uk/cel/enables-arts-based-and-embodied-leadership-development

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Output: 02
Date of Publication: 2021