

skills & projects

Action Learning for Heads of Department

- "There is no learning without action and no sober and deliberate action without learning" (Reg Revans)

skills & projects

Purpose

- Personal development
- Organisational capacity building
- Progress on specific issues of professional practice

skills & projects

Principles

- A requirement for action
- A focus on problems (rather than puzzles)
- Questioning insight
- Support, collaboration and challenge

skills&projects

Structure

- A series of 'learning sets'
- Six to eight members plus facilitator
- Ground rules and perceptions
- Check-in
- Individual slots
- Check-out

skills & projects

Benefits

- Recognition
- Information sharing
- Mutual understanding
- Trust
- Collaboration
- Personal confidence
- Community
- Listening and questioning
- Facilitation skills
- Action on issues

skills & projects

A possible programme

- Six half-day sessions
- Four to six weeks apart
- Induction
- Support
- Rolling evaluation

skills & projects

A different space

- Sets are not cosy chats about how we are all getting on. They are participant-led, working meetings with important outcomes for the future action of each set member.

skills & projects

Next steps?