

## SCIE conference 2005: Workshop 2 – Becoming a Learning Organisation

Workshop 2 'Become a learning organisation' looked at how evidence-based practice and informed decision making can best take place in the climate of a learning organisation. In particular, it looked at how first-line staff can promote and contribute to a culture of learning in the workplace and also promote better outcomes for service users.

The key issues from the discussions were:

- There is often a lack of time and space to learn and think. In being reflective, one should look at both what is good and what is bad, including being self critical.
- Becoming a learning organisation is more than a training course.
- It has to occur both individually and as a team, with opportunities for feedback and reflection
- We need to move away from the blame culture and take collective responsibility
- It's hard to balance with one's own workload. Basic levels require fully staffed teams. In reality though, we need to use our knowledge and skills to get the best out of what we've got.
- There is a need for accountability and strength to carry objectives through.
- Ideas need to be put into practice.
- Effective practice often comes from the bottom up, so there is a need to train students from the beginning.
- What is the cost of knowledge? Will it lead to de-motivation?
- The use of good leadership will lead to continuity of work.
- Build networks and forums to share practice examples. Use small local events as well as big courses to make use of learning opportunities.
- Teams should attend courses together. Dissemination from one individual often loses something.
- Within an organisation, it would be helpful to have a menu of opportunities which include multi levels (individual, team, organisation, learning partnerships) and multi disciplinary.
- Make priorities and provisions to move on those priorities.
- Don't re-invent the wheel.
- Individual champions within organisation will encourage follow-through.
- There is a hesitancy to change due to fear of failure. We need not to be afraid to take risks and encourage new ideas.
- Focus should be on the process rather than the performance.

- Performance indicators are solely focused on outputs. The performance indicators should be measured first to make sure they are meaningful.