

TRAINING TEAM/STAFF DEVELOPMENT UNIT

Using the Learning Organisation Pack to support Practice Learning

The suggestions below are divided up into ideas for three different time frames:

1. Areas of *'immediate'* potential use, where a suggestion could be taken up quickly and incorporated into an existing process.
2. Areas where there may be a series of steps necessary to develop the ideas suggested, and which may be more *'medium term'* (for example using one person to cascade ideas to others, need to set up specific groups or meetings in advance)
3. Areas that could be considered as part of *'long-term planning'*, requiring a substantial commitment. (The words 'agency' and 'organisation' are used interchangeably to describe the social care delivery group, ie CSSR, Children's Trust, Adult Care Trust etc.)

THE CARDS **KC** Key Characteristics *light green* **1-4** **K** Knowledge about learning organisations *blue/grey* **1-12** **ISUC** The informed service user and carer *mauve* **1** **IFLW** The informed front line worker *pink* **1** **IPM** The informed policy maker *grey/green* **1-3** **R** References *brown* **1-2**

POTENTIAL FOR USE

1. *Immediate*

Check that a reasonable number of the references on **R1-2** are available easily within the agency. Consider the role of CPD in connection with practice learning by discussion of card **K10** in a regular meeting.

2. *Medium Term*

Set up a small group to look at the team based approach to practice learning, identify those teams that are taking this approach and appear to be doing so reasonably successfully and invite representation from these teams to the group, which then looks at the use of the Learning Organisation **pack** to help develop these teams further and provides ideas for training and staff development work to do so.

3. *Longer Term*

Undertake a review of overall training which incorporates service users and carers, and then uses as its starting point the **ISUC** card to assess current training provision and to see how far it helps deliver the ideas on the cards.

REFERENCE 'Learning Organisations: a self-assessment resource pack' Social Care Institute for Excellence, 2004