SENIOR MANAGEMENT TEAM
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 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 The different cards, in their specific sections, are referred to in the following ways:

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
Consider the organisation's capacity to be a Learning Organisation, and the ways that its leadership reflects this, by discussing cards **K11** and **K12** at a regular meeting.

2. Medium Term
Hold a half day session with a facilitator, to provide a self-assessment of the readiness to be a Learning Organisation on the basis of the key characteristics of a learning organisation (**K1-4**) and **selected other cards** in the light of the discussion of these.

3. Longer Term
Develop an overall strategy to continue work in becoming a Learning Organisation, with working groups on each of the five dimensions identified in the card **pack** (Structure, Culture, Information, Human Resources and Leadership) using the cards as a starting point for the work of each of the groups

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