

PRACTICE LEARNING MANAGERS

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

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

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

POTENTIAL FOR USE

1. Immediate

Consider the key characteristics of a Learning Organisation (**K1-4**) in the context of the practice learning policies of the agency, and where there might be changes which would advance Learning Organisation principles.

2. Medium Term

Promote service user and carer involvement in practice learning by working with a service user and carer group to consider the **ISUC** card and the issues of feedback from service users and carers in **K1**.

3. Longer Term

Develop a working group to look, by use of the **pack**, at the overall assessment of the agency as a Learning Organisation in terms of its approaches to practice learning.

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