

SUPERVISION/LEARNING WITHIN PRACTICE LEARNING

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

Use the **IFLW** card to provide a series of headings for a student to consider the range of learning opportunities available to them under each one.

2. Medium Term

Discuss selected cards from the **pack** in supervision as part of an overall agreed agency policy on developing the Learning Organisation elements in practice supervision sessions.

3. Longer Term

Review and develop supervision policy via a working group which uses the **IFLW** card as its starting point.

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