HUMAN RESOURCES SECTION
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
Use cards **IPM2-3** at a regular meeting, to discuss the relationship between learning organisation principles and current HR practices within the overall policies of the agency.

2. Medium Term
Organise a small group on continuing professional development, with suitable representation from practice-learning staff, to discuss ways that HR practices could support the ideas outlined on card **K10**.

3. Longer Term
Develop a strategy for using the **pack** throughout the agency to highlight the commitment to becoming a learning organisation, and build this into recruitment and retention strategies (see also the longer term development under the Senior Management Team category).

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