

## 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:

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