

ACTION LEARNING FOR MANAGERS

In our approach and design for action learning we focus on the following areas of management practice.

1. To explore the barriers/fears around supervision, performance management and the exercise of authority
2. To focus on improving outcomes for users
3. The tasks of the Action Learning set is:
 - Provide an opportunity to explore the roles and tasks of Managers in Social Care.
 - Provide an opportunity to examine how they will take up these roles and tasks within their teams and workplace.
 - Provide an opportunity to examine how their supervisory and management responsibilities will be discharged.
 - Culture-building: to provide a safe space to think together, develop leadership and management skills, and encourage a culture of curiosity/enquiry rather than the defensive/mutual blame culture which can so easily develop in systems in these times of high pressure and constant change.
 - Fit with organisational objectives, of supporting a coherent and enhanced management system.
 - To work at developing a learning organisation through 'system dialogue' within the management system.
 - This is an opportunity to problem-solve, plan and collaborate on return to work issues
 - In each session participants will be asked to think, as a group, about any action they have identified as useful in the session and how you can take this forward in your teams.
 - Each session begins by feeding back to the group the progress made on implementing the changes/actions agreed

OUR SKILLS

Our skills are drawn from a number of areas:

- Professional training in social work, psychotherapy, organisational consultancy and staff training and development
- Experience as managers and leaders
- Experience of advanced process consultancy
- Experience of delivering a wide variety of training within the public sector