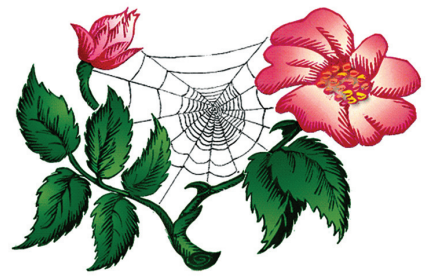


Keeping your Passion and Integrity in a Changing World



Action Learning for Social Change

*Ongoing Set
Oct 2014 - March 2015*

Dates

Monthly Friday mornings from 9.30am to 1.30pm on the following dates:

- 17 October
- 14 November
- 12 December
- 9 January
- 13 February
- 20 March

As the sessions are very participative and the group sizes quite small, it is important for the whole group that you can attend every session if possible.

Venue

Quaker Meeting House, St Giles, Oxford

Cost

Self-managed sliding scale from £150 for low waged individuals to £295 for well-resourced organisations.

Registration

To book please email: thenatureeffect@gmail.com for an application form.

Following the success of last year's group, we are delighted to offer people working for social and environmental change another chance to join an action learning set.

Why do this?

The voluntary and community sector is under pressure, and the demands to do more with less are growing. We are challenged on many levels and need to create opportunities to share our difficulties as well as generate new ideas whilst affirming the principles and values which attracted us to the kind of work we do.

What is Action Learning?

An action learning set is an opportunity to take some time out to be truly reflective and developmental in your work. It is not another training course. More affordable than individual coaching and potentially far more powerful, action learning can focus on the issues that matter to you most, developing relationships with peers who understand where you are coming from.

*“What shape
waits in the
seed of you,
to grow and
spread its
branches
against a
future sky?”*

- David Whyte

Objectives:

Participants are likely to have leadership or management roles and will have the opportunity to:

- Learn new skills in reflective practice and how to stay steady in challenging situations.
- Gain fresh perspectives to help manage change strategically and improve performance.
- Present and explore new ideas in a supportive and constructively challenging environment.

What is Action Learning?

Reg Revans (1907–2003) coined the term Action Learning to help us understand how human beings can learn more effectively. *“Action learning is a process which involves working on real challenges, using the knowledge and skills of a small group of people combined with skilled questioning, to re-interpret old and familiar concepts and produce fresh ideas”.* www.actionlearningassociates.co.uk

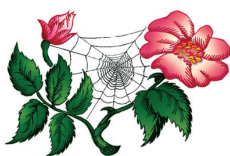
How will the Ongoing Action Learning set work?

An action learning set has between 6 and 8 people in the group. It is important that the group is non-hierarchical and it is therefore only open to one person (at Director or senior management level) per organisation. The agenda is up to the group. Previous sets have covered topics such as:

- Motivating self and others
- Staff deployment, HR issues and sickness policies
- Confidentiality and holding and containing difficult issues
- Building trust within the team and within the wider community
- Change management and sticking to our values

About the facilitators:

Polly McAfee and Annie Davy are both accredited through the Institute of Leadership and Management as action learning set facilitators. Polly also holds a Masters degree in Effective Learning from the Institute of Education, and works as a freelance group facilitator in Oxford and London. She co-founded The Funding Network, which to date has crowd-sourced £6 million for social change organisations. Annie was previously a Strategic Lead and Head of Service at Oxfordshire County Council, and now writes and works as a freelance consultant for national and local voluntary sector organisations. Both are Directors of The Nature Effect CIC.



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Community Interest
Co. No. 7544187

The Nature Effect is a community interest company and social enterprise for personal, professional and community development connecting people to their earth. Our Action Learning sets are notable for including nature-connection activities to help ground and embody participants' learning, and situate it within the wider social and ecological issues of our time.

www.TheNatureEffect.co.uk

Comments from previous participants:

“This process has empowered me to lead more confidently and to trust my own thinking.”

“Like a lot of people, I spend most of my day thinking, talking, listening (to people) and staring at a screen, so being asked to touch, or encouraged to feel the ground under my feet, or just to listen to nature, or look around at something other than a screen is very good for me.”

“Space to reflect but in a focused way: listening to the experience of others and learning from this.”

“An extremely empowering and cost effective methodology to help seasoned (as well as less seasoned) professionals work better – and happier.”

“The format itself, and the tools within it were very powerful for helping us all to think more deeply.”

Our previous action learning sets have had 100% excellent rating from participating heads and managers.