

Keeping your Passion and Integrity in times of Austerity

For voluntary & community organisations



*A FREE taster session
of Action Learning
Monday 17th June 2013
6pm - 10pm, Oxford*

Practical details

This taster session will give participants the opportunity to try out Action Learning, and see whether they would like to take part in an ongoing Action Learning Set in autumn 2013.

Refreshments:

Optional beer, glass of wine or soft drink with a sandwich for £5.

Dates:

Monday 17th June
from 6pm until 10pm

Venue:

The Rotunda, Grove House,
Iffley, Oxford.

Cost & Registration:

FREE! Bookings needed by 10th June please. [Email: thenatureeffect@gmail.com](mailto:thenatureeffect@gmail.com) or call Polly on 07870 43260

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.

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.
- Decide whether action learning is something you want to know more about and whether to apply for a place on our full action learning set in autumn 2013.

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 autumn 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 wider community
- change management and sticking to our principles

The autumn set would be made up of 6 half-day sessions, once a month on a weekday morning. There is a maximum of 8 participants in the group. For more information Tel: 07870 643260 or email: thenatureeffect@gmail.com

About the facilitators:

Polly McLean 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 co-founded The Funding Network, which to date has crowd-sourced £5 million for social change organisations. Annie works freelance locally and nationally in education and community development. She has been active in education and campaigning for social justice, peace and the ecological world for over 20 years and has been a founding member of local projects such as [The Parasol Project](#) and [Barracks Lane Community Garden](#). She has senior leadership experience in the public and voluntary sectors. Both Polly and Annie are Directors of The Nature Effect CIC.

Comments from previous participants:

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

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

“Skilled, effective, knowledgeable facilitator who made a huge contribution personally and as a facilitator to the empowerment ethos of the group”

“I have learned many new strategies for working with teams and groups to promote their thinking”

“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.

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