

Action learning

tackling real problems, developing real skills

Do you want to take part in a programme which will help develop your skills as a leader and at the same time deal with real problems in the workplace?

Action learning is different from the usual courses on leadership skills. People develop themselves and their organisation by:

- tackling real tasks in the real world and the real role
- learning with and through each other
- taking individual responsibility and actually implementing solutions and plans.

Action learning has a proven track record of delivering real benefits both to organisations and individuals:

Key business benefits

- Culture change
- Improved productivity
- Staff restructuring
- Improvement in staff morale and motivation
- Supportive leadership networks across the sector

Leadership skills development

- Enhanced confidence
- Improved delegation
- Managing change
- Negotiating skills
- Work/life balance

Skills for Justice is at the forefront of a pioneering new kind of learning aimed at senior managers in the Justice sector. For the first time you can take part in an 'action learning set' to help develop your leadership skills. Many employers have already committed to supporting people who want to take part.

An action learning set is a group of people who meet regularly to use their knowledge and experience to help each other tackle real problems in the workplace



Commencing October 2006

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About the programme

The programme aims to increase leadership skills in the Justice sector by addressing specific issues that people in leadership positions face and enabling them to implement a programme of change to resolve those issues within their own business.

By the end of the programme participants will have:

1. Identified a specific, real life, strategic business issue facing them and their organisation that is in need of immediate resolution.
2. Worked through a process with a small group, facilitated by an expert, to analyse the problem, develop a plan to tackle the problem, and implement a programme of change to resolve the problem.
3. Evaluated the impact of the process on themselves and their business to measure the effectiveness of the programme.
4. Created a personal development plan to enhance further their business and leadership skills.

Interested in taking part?

To get the most benefit from the action learning programme we're looking for people who:

- Have undertaken management/leadership development formally or in the workplace
- Have responsibility within their organisation for staff and financial resources and be in a position to make strategic decisions within the organisation
- Will join in and take part voluntarily
- Can bring real strategic level problems (either within their own area of responsibility or on behalf of the organisation as a whole) to the action learning set that appear to have no obvious solution, e.g.
 - > *my business plan isn't working and I don't know why*
 - > *the appraisal process isn't valued and is not being applied*
 - > *I am being asked to deliver more with less resources*
- Are prepared to help other participants think through issues and create options.
- Will take action and learn from the effects of that action
- Are prepared to feed back learning and experiences to rest of group
- Will attend the informal teambuilding event, start up and close out workshops.
- Will attend at least 80% of the workshops.
- Are happy to provide feedback to aid evaluation

Does this sound like you? Don't worry if you don't fit all of the criteria listed above. As long as you can answer 'yes' to most of the above you could be eligible to take part.

If you are interested in taking part and would like to find out more, please contact:

In Wales – nicholas.skeet@skillsforjustice.com

In Scotland – tommy.cuthbert@skillsforjustice.com

In Northern Ireland – judith.thompson@skillsforjustice.com

In England – simon.leckie@skillsforjustice.com

You'll take part in:

- Pre workshop meeting
- One day start up workshop
- Seven half day workshops over 9 -12 months
- Applied learning in the workplace
- Two half day one to one coaching sessions
- One day closing workshop

If you would just like to know more about the action learning programme please contact us at: simon.leckie@skillsforjustice.com