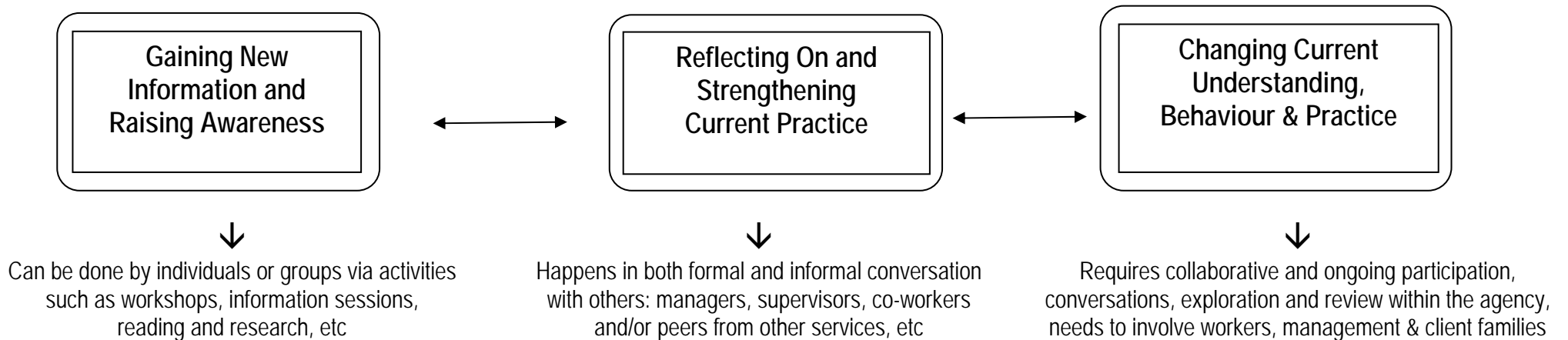


The Learning & Development Continuum

When thinking about training and professional development needs it can be useful to also think about what outcomes are wanted from the training. One way of thinking about this is to see the process of learning on a continuum that starts at gaining new information and raising our awareness to include new possibilities; with the continuum then moving on to reflecting on what we currently do and identifying and practicing ways to strengthen our practice; all the way through to a concerted effort to bring about long term changes in existing practice and understanding.



How to Make the Most of Learning & Development Opportunities

- Discuss & apply examples of your own work context at training
- Try out new ideas back at work
- Talk to at least one other person on what you've learnt and how it fits with your work role / context
- Be open to challenge & change and reflect on personal values and beliefs

- Bring back new information from training, reading or research for team discussion
- Decide as a team to try out new ideas / thinking and come back to talk about how it went
- Use challenging situations and issues as an opportunity to reflect on how the team wants to deal with it next time
- Talk about and celebrate success stories and achievements
- Acknowledge and build on existing strengths
- Be open to challenge and change and reflect on personal / team values & beliefs

- Talk time to discuss the changes to be made and ensure everyone in agency participates and that everyone has a voice (use both formal & informal ways to seek input from client families)
- Acknowledge and build on existing strengths
- Take notice of and support fears and concerns
- Decide on a process for making change happen (try different options – and be flexible and creative!)
- Make regular time to discuss how things are going
- Develop agency policy & procedures as required (Management must be clear and show positive leadership)
- Involve management and allocate change management / support resources where required
- Be open to challenge and change and reflect on personal / team / agency beliefs & values
- Agency supports and promotes change as a positive and necessary part of growth and development