



# Leading Practice

## 8.0 Learning in the team

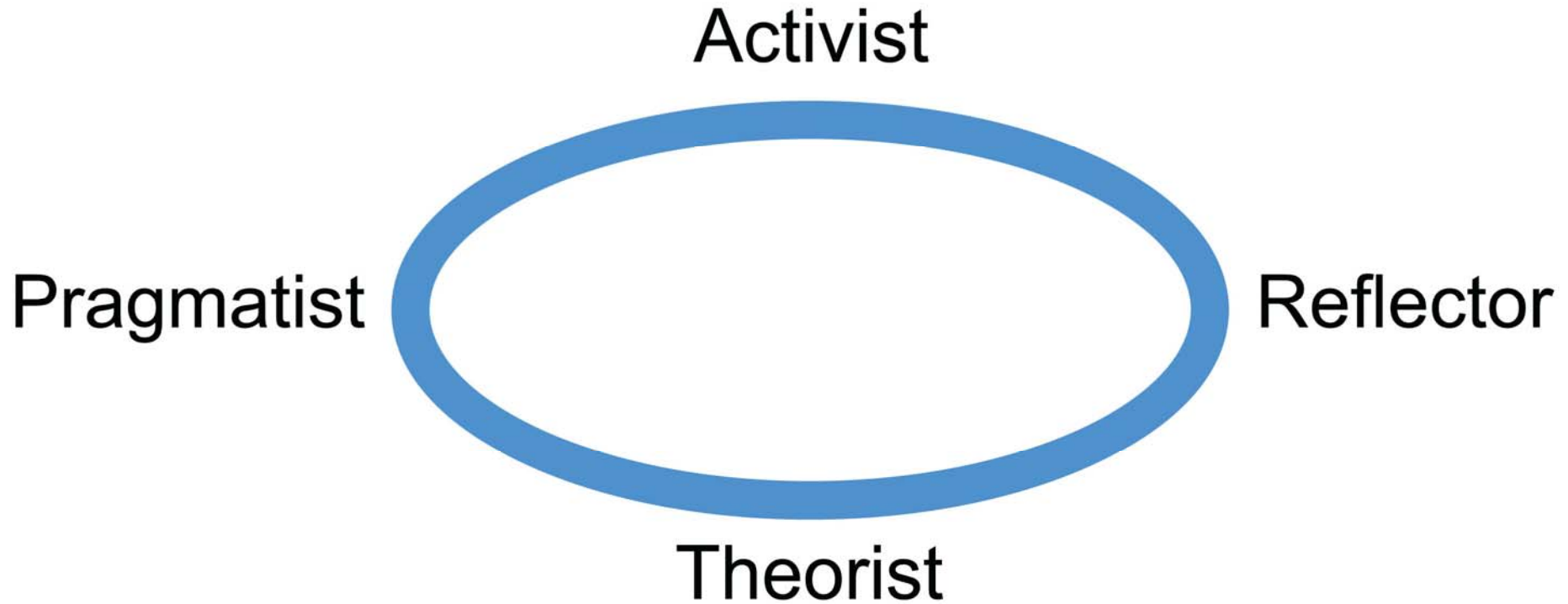
social care  
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# 8.1 Identifying learning needs

- Requirements
- Needs of the people supported
- Needs of the service/organisation
- Needs of the individual team member

## 8.2 Learning styles



## 8.3 Learning opportunities I

- Training events
- Education programmes
- Qualifications
- Conferences
- Projects
- Working groups
- Action research

## 8.4 Learning opportunities II

- Mentoring
- Shadowing
- Discussion
- 'Case' presentations at team meetings
- Specialists
- Supervision – formal and informal
- Applying procedures
- Protected caseload/duties
- Reflection

# 8.5 Organisational model for learning and development

- Clear policies about development especially
  - induction/probation period
  - supervision and appraisal
- Use of agreed competencies for roles
- Individual personal development plans linked with team and organisational development plans
- Methods for evaluating the impact of learning
- Methods for disseminating new policy and research, and integrating these with practice

## 8.6 Learning culture

- Commitment to learning at all levels
- Willingness to learn from experience, including mistakes
- Welcoming challenges to existing patterns
- Open to creative solutions for old problems – and new ones