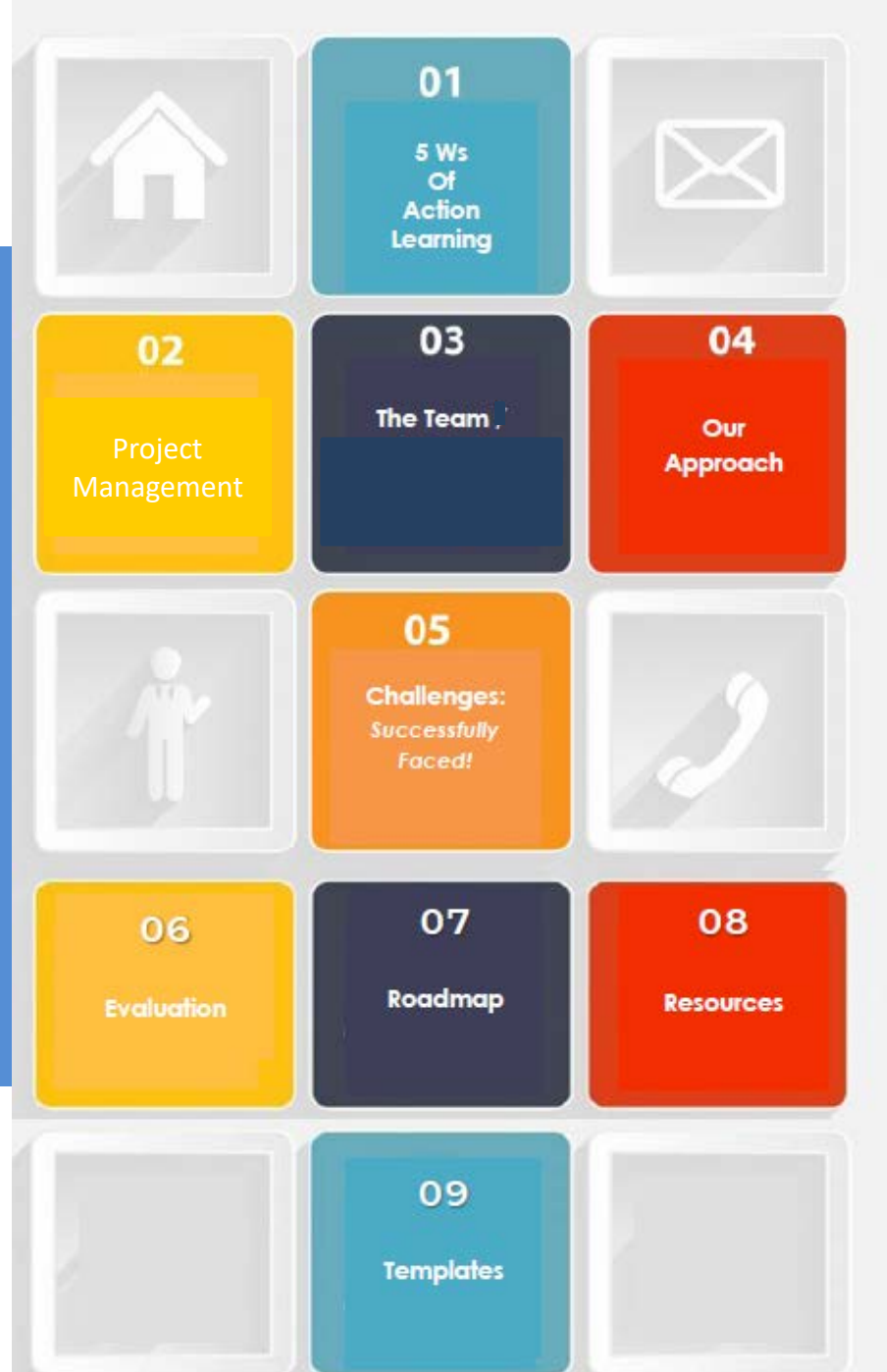


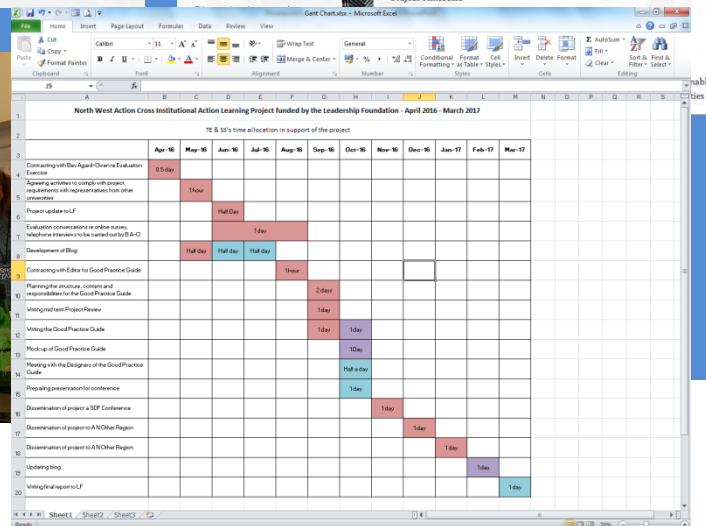
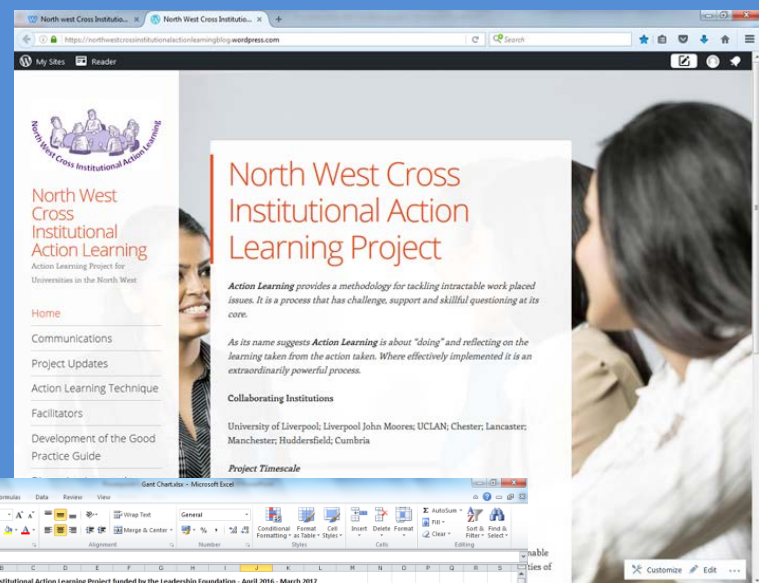
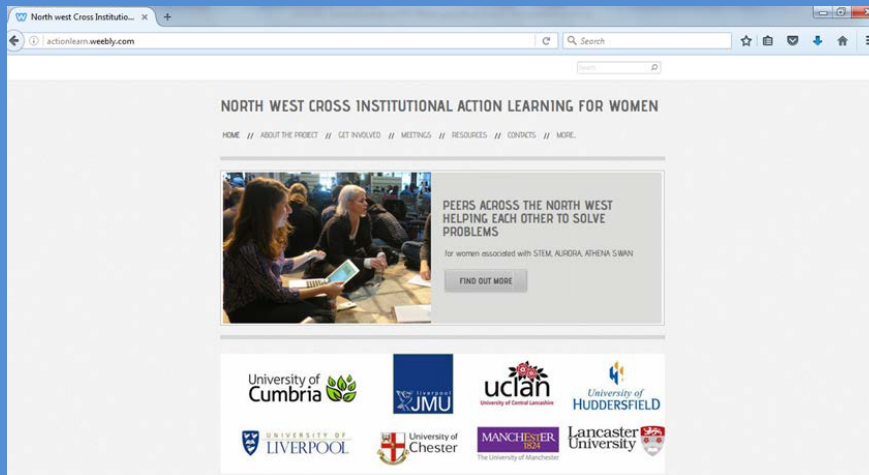
North West Cross Institutional Action Learning



Context



Project Management



The Team

**Annette
Robinson**



**Gemma
Edwards**



**Karen
Chubb**



**Gemma
Coombes**



**Linda
George**



**Nikki
Lambourne**



**Beverley
Agard-Owen**



**Meriel
Box**



**Tracy
Ellis**

**Huddersfield
University**



**Denise
Fieldhouse**



Our Approach



Challenges



To be more engaged with the administration of the sets to encourage attendance

Setting ground rules to build trust and shared understanding



Being more assertive when they start to give advice



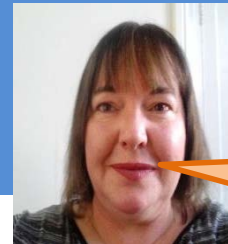
Observing behaviours without evaluating



Getting groups to explore/question the issues in more depth, so as to raise the awareness as the problem holder



Managing disruptive behaviour



Evaluation



Stage 1 Evaluation – During the Programme

- The first action learning sets took place on 14th October 2015.
- On 16th November 2015 an on-line survey was sent to 42 attendees.
- 18th December 2015 survey closing date, yielded 20 responses = 48%.

Participants stated that the principal reasons for joining the programme were:

- ✓ Expand personal development
- ✓ To get together with other female academics to share experiences.

Undertaken by Jason Boulter LJMU and Linda George Huddersfield University





- ? Group contained a good mix of members: 50% strongly agreed / 50% agreed
- ? Group cohesion from the first meeting: 35% strongly agreed / 65% agreed
- ? Group trust was quickly established: 50% strongly agreed / 45% agreed / 5% disagreed
- ? Group communication flowed freely: 55% strongly agreed / 40% agreed / 5% disagreed
- ? Opportunity to reflect on questions : 40% strongly agreed / 40% agreed / 20% disagreed
- ? Developed group working skills: 15.8% strongly agreed / 68.4% agreed / 15.8% disagreed
- ? Developed interpersonal skills: 10% strongly agreed / 60% agreed / 30% disagreed
- ? Enabled learning to take place: 45% strongly agreed / 55% agreed



Stage 2 Evaluation – After the Programme

On 2nd June 2016 a face-to-face Evaluation session was conducted with the set members following the final action learning set of the programme. The participants were asked to express their opinions on the various elements of the programme and in addition, to share their “learning journey” visually and verbally.

On 15th July 2016 an on-line survey was sent to the 42 original participants (*academic and professional services staff*) with a separate survey addressed to the facilitators.

Taking into account annual summer holidays the response deadline was extended to 16th September 2016, yielding **17 participant responses = 42%** and **7 facilitator responses = 77%**. This figure for participant responses is lower than the initial survey responses as was anticipate due to the number of participants who did not complete the programme.

During a 2-week period in September 2016 a total of 15 telephone interviews were conducted.

*Undertaken by Beverley Agard-Owen, Director of the Action Learning Academy Limited
in conjunction with the School of Management at Swansea University*



NW HE Cross Institutional
Action Learning

Participants Feedback



Common themes



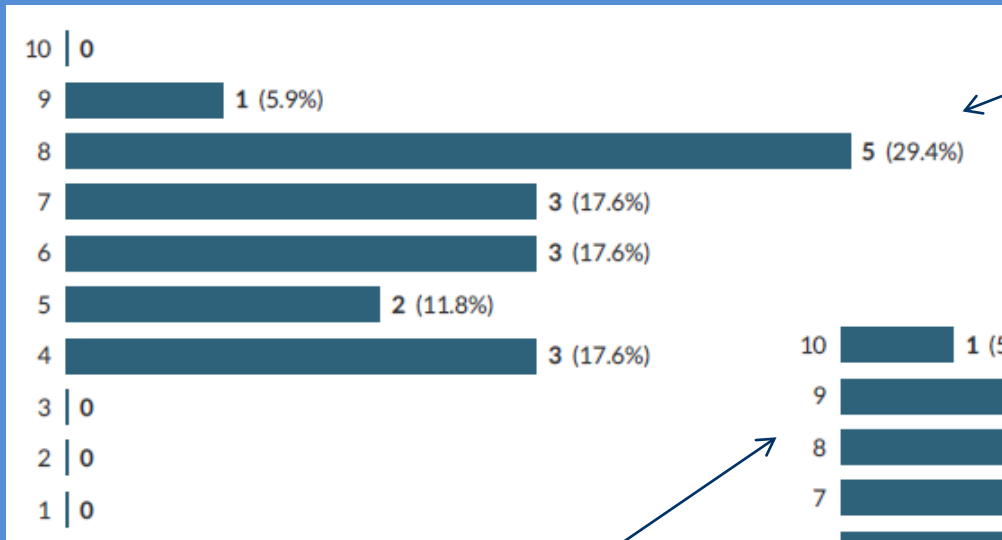
One word feedback



A word cloud of positive feedback words. The words are arranged in a roughly circular shape, with 'Positive' at the top and 'Excellent' at the bottom. The words are in various colors and sizes, indicating their frequency or importance. The words include: Positive, Insightful, Enjoyable, Useful, Satisfying, Transformational, Reassuring, Invigorating, Absorbing, Stimulating, Fantastic, Supportive, and Excellent.

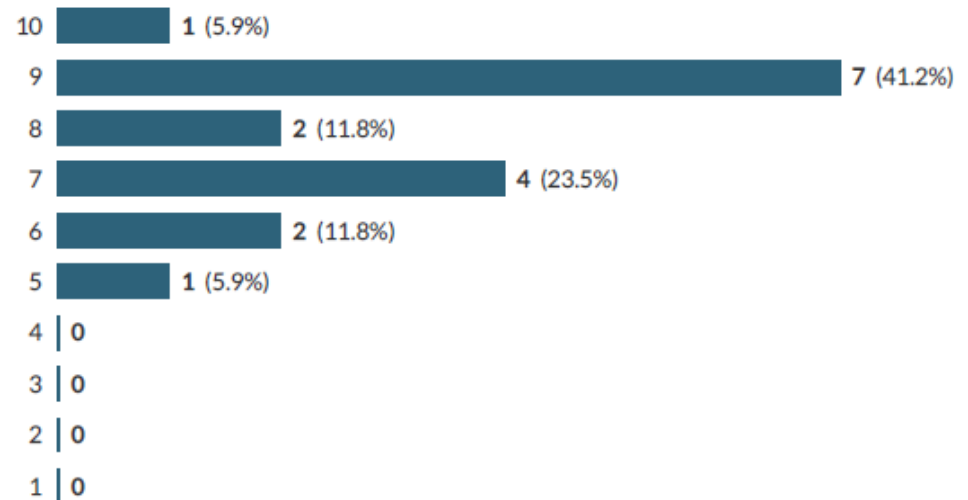
Positive
Insightful
Enjoyable Useful Satisfying
Transformational Reassuring
Invigorating
Absorbing Stimulating
Fantastic Supportive
Excellent

Work related confidence levels

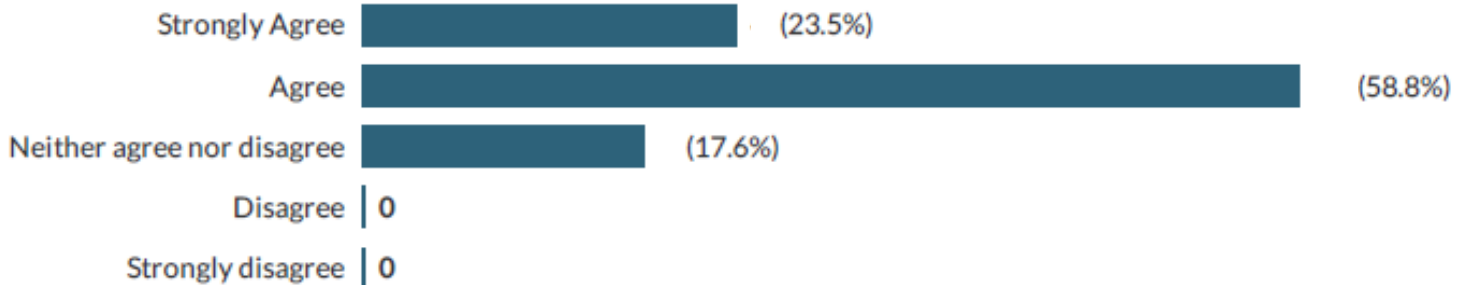


before

after



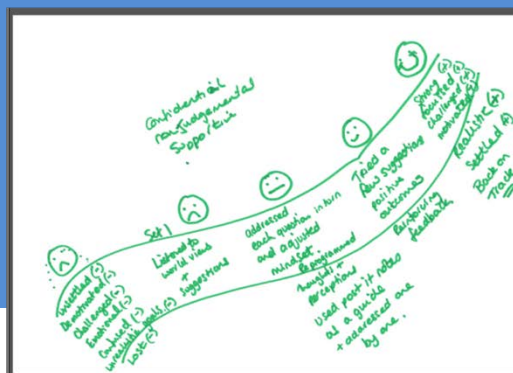
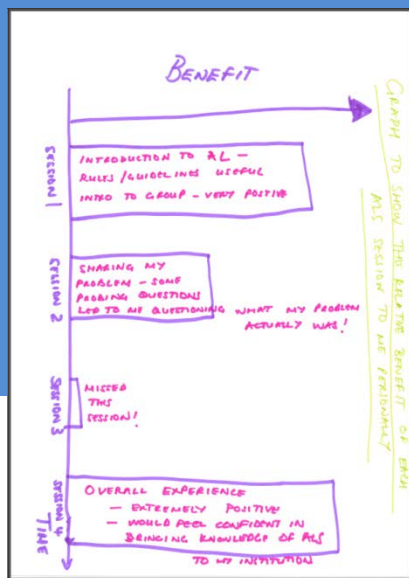
Has it brought about positive change?



Personal Journeys

Action learning.

- Understanding the concept of action learning and seeing how it is put into practice.
- Being part of an Action learning Session where you bring a issue/problems, and the skills you develop to resolve.
- Using the ethos of Action learning with the team at work. Further develop the skill of action learning whilst supporting the team members.
- Results from issue/problems raised being positively reviewed a shared with the.
- understanding that thinking, reflecting, discussing time away from office brings benefit.
- Team Working



Facilitators' Feedback

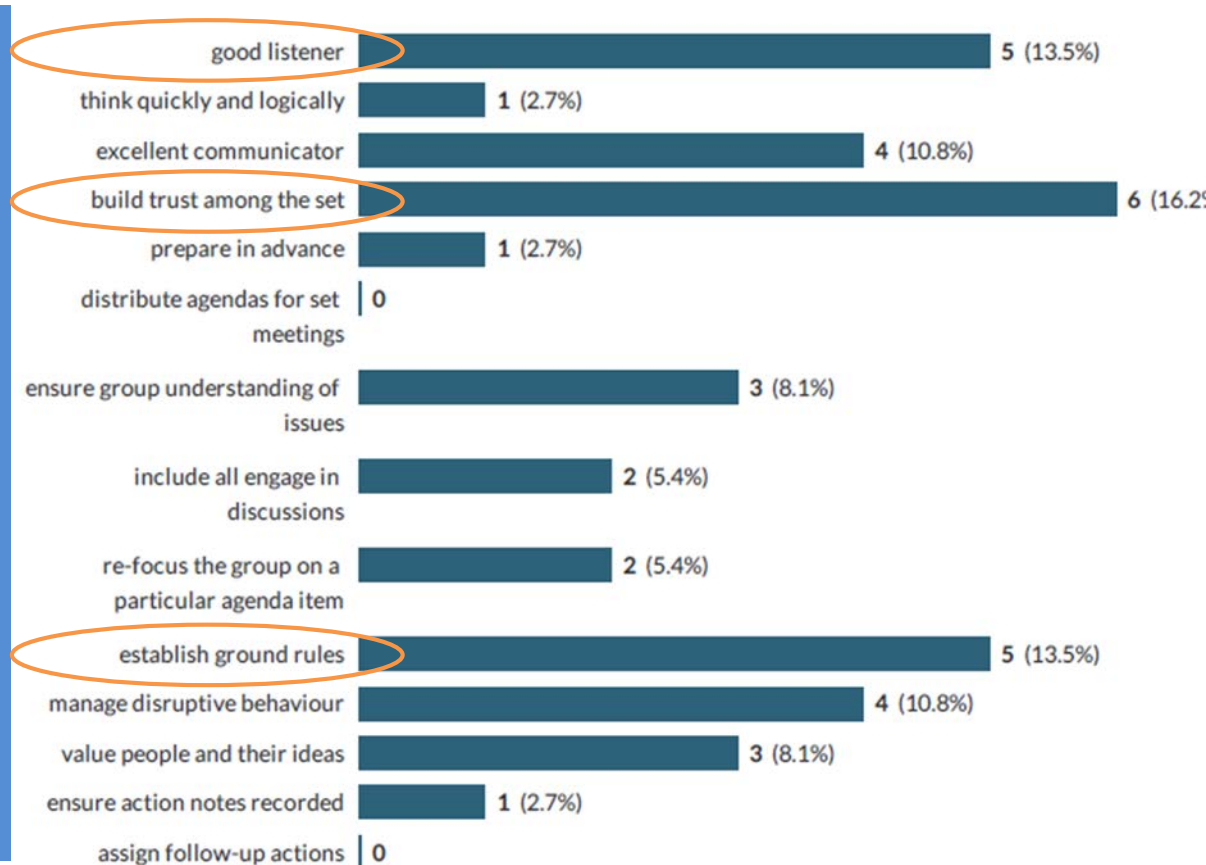


One word feedback

Collaborative
Rewarding
Enlightening Proud
Interesting
enriching



Top 6 Essential Qualities of a Facilitator



Observations/Recommendations

I think the post-it method worked well - it kept the sessions focused & was easy for members to understand and follow quickly.

Im not sure how the change of facilitator impacted on the sets, I would be interested to see their feedback.

I don't think the interchange of facilitators 'harmed' the group, if anything it meant they had to build the trust amongst themselves more. The post-it method was useful and I think once the first post-it questions were asked an opportunity for another round was useful so as to dig further into the issue

Think more time could be spent on developing questioning skills of participants, or more time developing a shared understanding and agreement of the technique.

We had a pool of facilitators, some facilitated more than once with the same or a different set.



Evaluator's Feedback

The North West Higher Education Cross Institutional Action Learning Programme is a major success and the project team deserve the highest praise for their dedication and determination for the delivery of a success pilot programme.

The participants comments show their overwhelming support this initiative:

- *"An insightful and inspiring programme."*
- *"My participation in the action learning set has given me problem-solving skills that have reduced the stress of the workplace. It was also a lot of fun meeting like-minded women."*
- *"Excellent programme, very supportive, a good opportunity to network and empower women to make changes".*
- *"This was a much welcomed and positive experience."*
- *Action Learning proved to be a gentle but very powerful tool which helped me in both my personal and professional development and through which I made new strong friendships."*



Successes

- Universities working in partnership
- Participants ability to confidently deal with challenges
- Cost effective approach to personal and professional development
- Sustainable programme – now 2nd cohort
- Structured programme that others can take forward

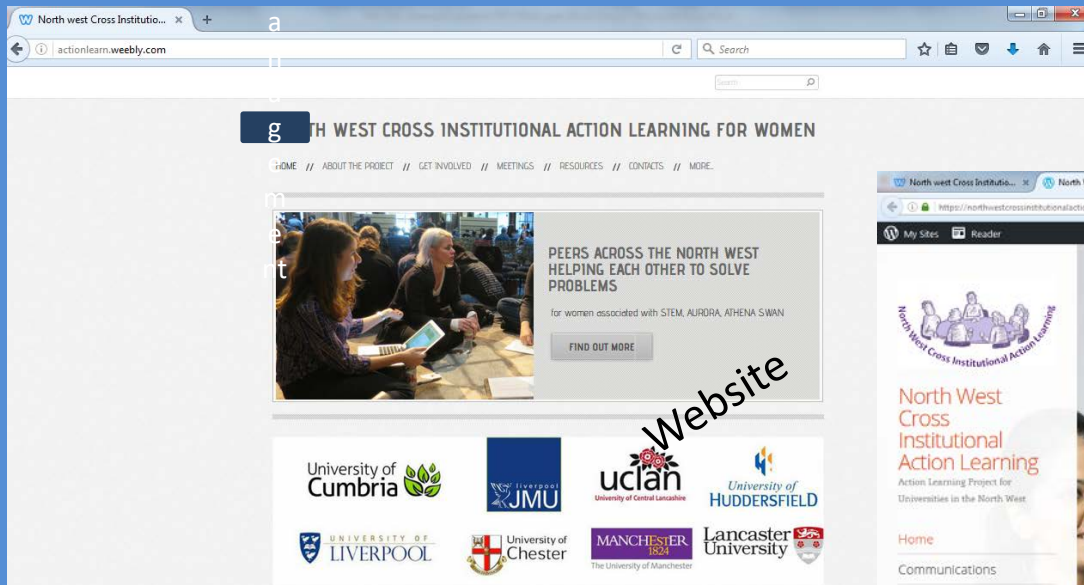
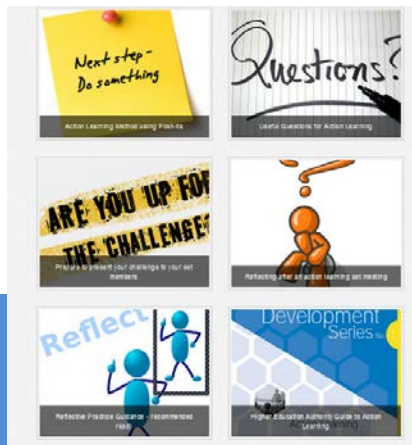


Changes made as a result of the evaluation

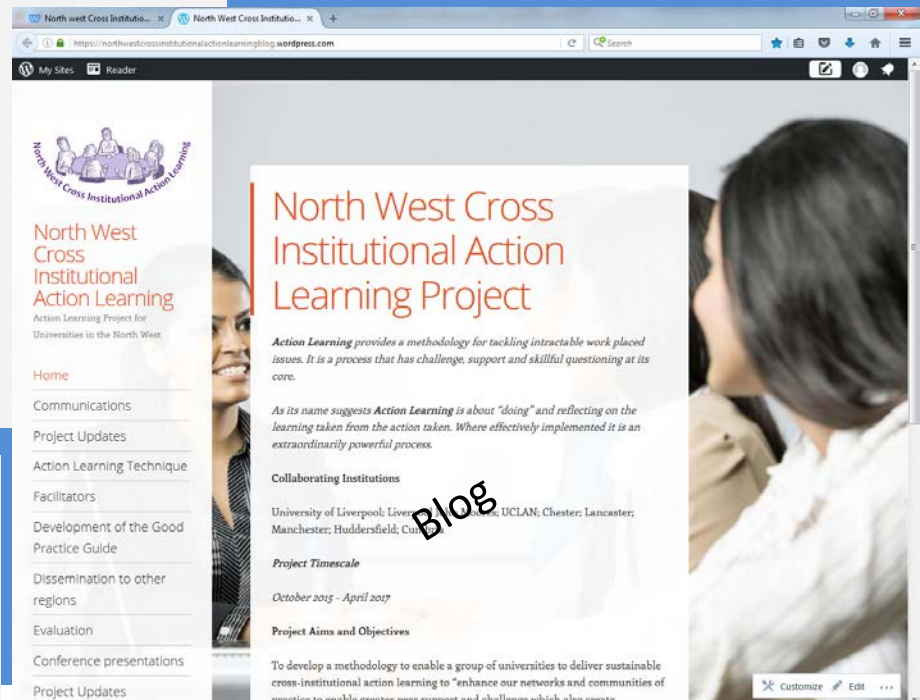
- All groups at same university
- Requirement to attend 3 of 4
- More time spent on ground rules
- More time for feedback at start of set meeting
- Facilitators supporting participants development of listening/questioning skills through feedback



What we can share with you and next steps



Website



Blog

Evaluation Strategy



Best Practice Guide

Questions 😊

