

Sharing Learning & Gaining Support



Since the goal of learning circles is to plan for and create positive change within the practice setting, participants will want to communicate what they have learned to their coworkers outside of the learning circle. Coworkers will likely be interested in what the learning circles have involved and this will also create trust through transparency. Participants need to be well supported in sharing their learning beyond the learning circle so that it is received positively and for their action plans to be successful. The facilitator should help the group come up with a clear articulation of what has been learned, concerns raised and/or actions to be made, as well as a specific workable plan for how to share these with others.

Please find below suggestions from previous learning circles of ways to share what has been learned with those outside of the learning circle:

- o Post definitions or insights which have been developed at the learning circle in a public space within the workplace. It may be useful to provide a way for staff outside the learning circle to provide feedback on what has been suggested. Pens and post-it notes can be left beside the poster for their contributions.
- o Learning circle participants can have one-on-one conversations with certain colleagues outside of the learning circle to communicate the changes they would like to see. Participants will need encouragement and support to ensure these conversations remain positive and productive.
- o Priority concerns or insights for the site can be decided on within the learning circle. Representatives from the learning circle can present what has been learned at larger staff meetings. To better pave the way for positive reception, formally request that this item be added to the agenda. Be clear on the length of time needed and clarify what format this communication will take (i.e. open discussion or presentation).
- o Individuals or small groups from the learning circle can present their concerns, insights, or action plans to different staff groups. This is especially useful when different levels of support are required from various disciplines across the site.
- o A list of concerns or insights can be developed with participants. Take the time within the learning circle to finalize the draft. This list can then be printed or circulated electronically beyond the learning circle.
- o Participants can actively model what they have learned within the practice setting. This involves agreement on changes which can be exemplified within the practice setting. Participants should be encouraged to support each other when modeling what they've learned, and can report back to the learning circle on how things have gone. Examples include not partaking in gossip or being more positive and appreciative of each other.