

Practical Tips for Getting the Group to Commit to Action



A critical feature of the learning circle is that it allows participants to apply and try out their learning within the practice setting. New actions or changes to practice can then be reflected on at future sessions. Getting a group to commit to a new action or change within the practice setting can be a challenge, however. Below are some practical tips to help guide you with this process. You can also refer to *The Learning Circle Model: 3 Spaces 4 Phases* for suggested prompts.

- o Creating plans for action takes time. Leave at least 15-20 minutes in the latter part of your learning circle for the group to discuss and commit to a focused plan of action.
- o Ensure the proposed change is specific and understood by all participants. Break down larger plans for change into steps which can be accomplished in a more gradual manner.
- o Before facilitating your learning circles, clarify with your organizational supervisor to what extent the group can make changes to their workplace. At the learning circle, it will then be important to explain that permission has been granted for changes which are proposed.
- o Ask participants to take on specific tasks to try out within their practice, rather than assigning tasks. It may take some time for individuals to feel ready to make changes to their workplace and this process should not be rushed. If this is proving difficult, take a step back. Discuss what preparation can be set in place first.
- o Clarify with the group who has committed to do what. Those who have committed to take on tasks can be asked to provide a summary of how things went at the following session.
- o Challenge participants to develop new plans for changes to practice which are significant so that participants will experience a sense of achievement and greater confidence when accomplished.
- o Trying out changes in the workplace often means experimenting with new ways of doing things. Make sure that you support participants throughout and ensure their proposed changes are conducted in areas where there is tolerance and room for mistakes to be made.
- o Encourage participants to draw upon and utilize the team support developed at the learning circle when implementing changes. Plan for ways that participants can support each other with new actions in the practice setting.