

Learning Circles Support Team Development



Research was conducted on the use of learning circles for supporting clinical practice changes and effective workplace learning within 7 continuing care organizations in Alberta. Learning circles as supportive to team development emerged as a very strong theme within the research. Participants explained that learning circles allowed them to build trust, to develop or improve communication, and to team build in distinctive ways not usually offered in the continuing care workplace:

Team Building:

"I think my favourite moment is when you actually get a chance to sit down . . . as a team and discuss person-centered care. I can't remember a time working here where we've been able to do that as a group and actively team build."

Improved Teamwork:

"I try and help out more when I can like in the houses downstairs . . . I'm finding that I'm stopping more . . . how it can make the morale of the team so much better."

Improved Communication:

"It's really a better way to communicate with other people or with other nurses that are here."

Relationship Building:

"Even now, we all know each other like more in personal. It's just to talk to our coworkers rather than kind-of just being generic "Hi, how are you?" Now we actually [have] like [a] relationship with each other."

Role Clarity & Understanding:

"I like that it made me able to connect with HCAs (Health Care Aides) and the LPNs (Licensed Practical Nurses) . . . And now I realize what they go through in a day and . . . I understand a bit better so I can do my job better."