Learning Circle Goal & Objectives

Introduction: The learning circle involves a specific form of cooperative learning where the group meets together in order to learn about the practice setting within which they work. The content area of what is discussed needs to be an organizational priority to ensure that the learning circle is addressing topics which are important to the organization. However, because a key feature of the learning circle is that it is a democratic and participatory form of learning, the participants must also be actively involved in selecting the topic area. The facilitator must therefore balance the priorities of the organization with those of the participants. Your role as site sponsor is to assist and support the facilitator in achieving this balance. This resource provides a description of one way to go about this.

Selection of General Theme/Topic Area: It is recommended that the facilitator select an overarching general theme in conversation with organizational leaders to ensure that the topic area is an organizational priority. You can work with the facilitator at this point to come up with a list of multiple areas of organizational priority which could be topic areas for the learning circle. The facilitator can then review this list with learning circle participants at the first session. The group will select one topic area which they would like to address within the series of learning circles.

Setting Goal & Objectives: After a general theme or topic area has been selected the main goal and objectives can be written. The facilitator will create these with the learning circle participants. These will be based on the topic area but will specify what the group aims to accomplish in reference to this more general theme.

Previous Examples:

Topic Area:	Effective Leadership	Teamwork
Goal:	To increase RNs' knowledge of effective leadership.	To improve teamwork.
Objectives:	o To identify what effective leadership looks like in my unit. o To understand how effective leadership can increase support for my role. o To understand how appreciation and positive feedback increase my team's motivation. o To learn how to foster continuity of care on my floor.	o To explore assumptions about how we are currently working together and identify areas for improvement. o To identify ways to improve communication to more effectively work as a team within the building. o To show tolerance and respect for each other and build trust.