

Business Purpose: To invest in the future by learning from the present.

Shared Learning Groups



The purpose of a Shared Learning Group is to share your **knowledge** and **learning from experience** through each stage of creating a coaching culture. And to learn as a group in doing so.

This enables you to

- attend to live issues
- share responsibility for keeping on course
- track progress
- inform the future
- avoid reinventing the wheel
- pilot and review new ideas

In the first instance, the Shared Learning Group would be the core group of people who are committed to creating a coaching culture, the coaching culture champions, the action group or coaching network. People who can be relied upon to take responsibility for the schedules and actions you agree and who are practising coaching. As coaching grows across your organisation, Shared Learning Groups will form among coaches as steering and support groups.

Guidelines for working together

Ideally, the group size works best between 4 and 8 people, with a variety of types, personalities and styles so that there is a richness of perspectives and ideas to explore and inform problem solving.

The Shared Learning Group isn't a conventional meeting. The 'agenda' would be

- Check in – each person says briefly how they are, where they're at etc.
- Each group member in turn shares their issues, learning and ideas with the group.
- Group members respond, contribute and question for each person in turn, so that group learning results.
- Check out – each person briefly says how they are, what they think / feel at the end

The length of the meeting would be determined by:

- the number of group members
- how long each person needs for the particular session and
- time for questions.

The group doesn't need a leader as such but a person in the role of timekeeper is essential.

The frequency of the meetings is determined by group member availability and the pace of the initiative.

Open and honest dialogue is the backbone to the success of the group.