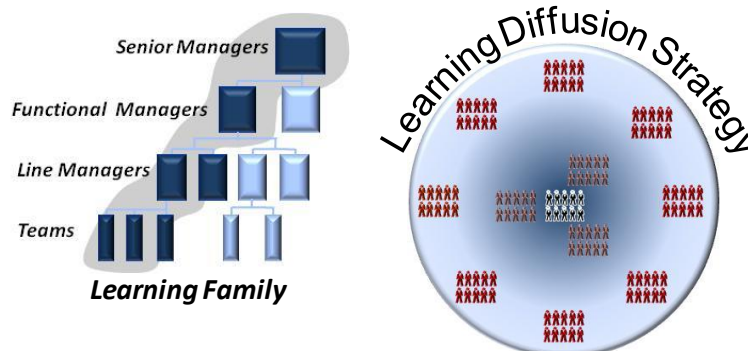


Spreading Learning through the Organisation



What is it?

A Learning Family is the building block for change implementation. It consists of managers and teams forming a distinct part of an organisation. Knowledge is diffused through the Learning Family by its own leaders and facilitators as they take an increasing role in leading change and developing independence from external support.

What is it used for?

It is used to pioneer, roll out and sustain new ways of working within a specific part of an organisation.

What are the benefits?

Learning Families ensure change is led from within and that there is clarity on the tasks and roles involved and how these will be integrated into business-as-usual. Real issues are addressed and knowledge is shared within a clear operating context.

How does it work?

We ensure that change is sustainable by diffusing knowledge through the Learning Families.

Roles within Learning Families

We help define the Learning Families and ensure everyone understands how their role will evolve. Senior Managers will provide inspiration and direction. Middle Managers will remove obstacles to improvement. Local leaders and facilitators will support the teams in learning, introducing LDMS® and implementing operational improvements. Teams will manage and improve their own performance using LDMS® Knowledge and best practice, targets and results will be shared across the Learning Family in a strategic context.

Learning Diffusion Strategy

We begin by educating managers and facilitators and preparing them for their role in leading and implementing change. The next stage is to work in partnership with them to educate and prepare a pioneer group of teams for change by progressively handing over leadership of these teams' programmes to these managers and facilitators. Finally, we support the leaders and facilitators through coaching and master classes as they take over the reins with the remaining teams in their Learning Family. This generates a standardised approach as knowledge is progressively transferred. Implementation is fully supported and the results are accelerated with minimum disruption to business.