**Raising Attainment in a Dept Through Creating the Right Learning Culture**

Session Duration: Approx. 90 minutes (depending on group discussion)

Intentions of the session:

* + Establish your starting point – what is the learning culture amongst your teams like now?
	+ Explore 4 key factors to creating the right learning culture
	+ Work collaboratively to explore how these factors might be achieved
	+ Develop a department action plan, identifying 2 key areas to improve learning culture within your department

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| Approx. Timings | Activity and Notes | Slides  |
| 0-15 minutes | Outline intentions of the sessionWhat do we mean by ‘learning culture | 1-3 |
| 15-25 minutes | * What is the learning culture in your department like?
* Discuss and share CIPD’s 4 factors (below) to developing a strong learning culture.
1. Create continuous, on-the-job learning opportunities, for all members.
2. Promote inquiry and dialogue: creating a culture in which feedback and experimentation are encouraged.
3. Encourage and reward collaboration and team learning.
4. Empower people toward a collective goal, using feedback from members to bridge the gap between the current status and the new vision.
5. (the 5th save for the plenary of the session)
* Do staff value CPD and professional development?
* Independently, staff to think about the learning culture amongst their teams and within their department and comment on how they feel, if at all, they achieve this already.

Ensure you create your own padlet (or equivalent) and change the link/QR code to this in the slides. Face to Face session, pre printed template instead, with the 4 factors in a table. | 4 |
| 25-55 minutes | So, how could these factors of learning culture be created?* Discuss the importance of us as leaders strategically thinking about professional development of our teams. What role do we play in the culture of learning?
* In groups (breakout rooms or tables), each given one of the four factors to think about a process/system/approach they could design and implement in their department to achieve this factor of learning culture. Go through things to consider and be prepared to feedback to the group about how they would ensure these considerations.
 | 5 |
| 55- 70 minutes | * Feedback from each group and in-depth discussion. Facilitator to challenge around the areas of consideration in slide 5. (If using padlet, you can chip into peoples comments and challenge. If Face to Face, move around the table and join discussion)
 | 5 |
| 70-85 minutes | Personal Delegate action plan (short- and long-term actions)* Share the action plan template in the delegate pack.
* Reflect on the ideas of peers and how you would implement in a positive way considering workload etc.
* Staff to go back into their breakout rooms/Tables. Working independently, but able to discuss and bounce off colleagues.
* Consider focusing on TWO of the 4 factors to positive learning culture.
* 1 short term action and up to 3 long term. Complete action plan.

If time allows, get some to share with the group.  | 6 |
| 85-90 | The 5th factor the CIPD say makes a strong learning culture, is about organisational leadership. As a plenary – take a think and ask yourself – if your leadership could realistically do one things to support you with developing this culture, what could it be?Ensure you create your own padlet (or equivalent) and change the link to this in the slides. Face to Face session, post-it notes would work equally well here.  | 7 |