

# Learning Teams Framework

## Guiding your organisation from blame to learning and improvement

This package gets you set up to use a Learning Teams Framework. Each business needs to develop the Safety II approach in their own context. Micro-learning and facilitation skills are key to this.

Adopt **resilience engineering** and develop a **Due Dilligence Learning Framework** through:

- co-design of a Learning Framework and Facilitation Strategy
- development of Faciliator guidance tools and materials
- facilitation training and mentoring
- running pilots to test approaches in your context
- set up a Due Dilligence Index to report on learning outcomes

## Sample Framework

#Better Work Teams	Periodic Learning Reviews	Proactive Learning Workshops	Post event Learning Reviews	Freedom within a Framework
<ul style="list-style-type: none"><li>• Understand Capacities/ Demands</li><li>• Listening to Weak Signals</li></ul>	<ul style="list-style-type: none"><li>• #Better Work Team Reviews</li><li>• Established cadence</li></ul>	<ul style="list-style-type: none"><li>• Critical risks and controls</li><li>• Success in operations</li><li>• Difficult Work</li><li>• Other</li></ul>	<ul style="list-style-type: none"><li>• Near misses</li><li>• Incidents</li><li>• Serious events</li></ul>	<ul style="list-style-type: none"><li>• Safe co-design of Safety Management System</li></ul>

## Facilitation Training

To support your Learning Teams programme, facilitation skills are needed. Facilitators are able to create psychological safety, build trust, and facilitate pertinent learning outcomes for your business.

### Course

- delivered online in 90 minute sessions or as a full day face to face.
- interactive with activity and discussion time
- ideal class size is six to eight participants

### Objectives

1. Understand the purpose and objective of Learning Teams to enable the organisation.
2. Gain knowledge of New View theory and research to underpin the Learning Teams method.
3. Learn the facilitation skills needed to conduct a Learning Team

4. Discover the Learning Team process and understand how to design a Learning Team
5. Gain the skills to conduct a Learning Team for successful or difficult work
6. Learn the framework for learning from events and conducting mini Learning Toolboxes
7. In shared learning environment, design your first Learning Team to kickstart immediately

### Outcomes

- Worker-owned ideas to improve and inform decision-making
- Efficiency in identifying areas of action and high quality, practical solutions
- Increased transparency uncovering system vulnerabilities
- Shared understanding of goal conflicts, conditions and constraints
- Teams report feeling listened to, speaking up and reporting becomes more prevalent

## Prework

A variety of New View videos, papers, articles and references are used to support learning.

## Module 1: Introduction to Learning Teams and Learning from Normal Work

### What's the problem with traditional approaches?

- Using Safety Differently to evolve your culture

### Understanding human error and the role of blame

- Moving towards understanding what helps and hinders better work

### Implementing a Learning Teams framework to learn from Normal Work

- Create a roadmap to build Better Work Teams

## Module 2: Facilitation Skills for Effective Learning Teams – Part I

### Facilitation Skills and Guidelines

- Building trust and a learning environment

### Facilitating a Learning Team Process – part I

- Scoping, designing and planning a Learning Team

### Building Curiosity into your Safety Framework and Safety Roles

- Appreciative Enquiry and Better Questions

## Module 3: Facilitation Skills for Effective Learning Teams – Part II

### Facilitating a Learning Team Process – part II

- Conducting a Learning Team through to follow up and reporting

### Running a Successful Learning Team

- Analysis, Ideation and Human Centred Design

### Your Learning Team Trial

- Designing a Learning Team Pilot

## Module 4: Learning from Events and Serious Incidents

### Learning Review for incidents

- Understanding what made sense at the time

### Dealing with a Serious Event – Learning Reviews

- Using a learning approach despite legal risk

### Wider use of Learning Teams

- Change Management/ Production Improvements
- Process Safety/Quality Improvements



Moni is a senior health and safety practitioner with 20 years experience who specialises in the Safety Differently/Safety II approach. She was the first **Safety Lead** for Rocket Lab and a finalist for the HRINZ 2019 Health, Safety & Wellbeing award for success with contemporary safety design and innovation.

Moni is a post graduate student in Safety Leadership at Griffith University and a member of Worksafe NZ's Community of Innovators. Internationally, she regularly speaks on podcasts, at conferences, and is co-authoring a book on Safety Differently with an internationally recognised academic.