

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

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

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 Inquiry 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

Client Feedback

“Finding practical ways to embed learning teams into business as usual can be challenging and the course supplied useful tools, techniques, and information to take away and apply... Highly engaging, I recommend this course for anyone wanting to develop their learning team skills.”

**Rebeca Clifton, HSEQ Manager,
Marlborough Lines**



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 member of Worksafe NZ's Community of Innovators, and is writing a book on Safety Differently. Internationally, she regularly speaks on podcasts, at conferences, and is presenting **a masterclass for Art of Work.**