

TRINITY LABAN CONSERVATOIRE OF MUSIC & DANCE

Action Learning Set – Guidance for Applicants

As part of our ongoing professional development programme, Trinity Laban Conservatoire of Music and Dance is offering an opportunity for 6 Learning and Participation project managers working in any artform to take part in an online, 7 month-long Action Learning Set.

Action Learning is a framed professional development process which involves working with a small group and a facilitator over a defined period. Together, group members work to find practical solutions to their own challenges through a process of thoughtful questioning. In this way, group members uncover their own solutions.

The theory of Action Learning and its epistemological position were originally developed by Reg Revans (1982), who applied the method to support organisational and business development initiatives and improve on problem solving efforts.

Interested in taking part?

We ask all participants to commit to attend the full run of the Action Learning Set. The process is reliant upon the consistency of input and attendance. We are able to offer a place on the Action Learning Set for **free** (the fully funded cost of each place on the Set is around £570 and we ask applicants to consider this when committing to attend).

We are looking for project managers who currently work in Learning & Participation focused activity and who are working at around the same level of experience, in this case around 3-5 years of professional experience.

We welcome project managers from around the UK and would particularly welcome individuals from groups traditionally underrepresented within the arts, including BAME and disabled people.

2020 Session dates

Due to the implications of COVID-19, all sessions will be delivered online via Skype or similar online software. Participants should ensure they have access to a quiet space for each session with a good internet connection where they can talk and listen confidentially using headphones.

Wednesday 20th May

Wednesday 17th June

Wednesday 8th July

Wednesday 16th September

Wednesday 14th October

Wednesday 11th November

Wednesday 9th December

Times: 10.00-12.00

Evaluation

Reflection and evaluation are important elements of any learning process and we are also keen to evaluate the process and its impact for those taking part. We will do this through online

questionnaires with those taking part, undertaken at the start, middle and end of the Set to help us assess the value, effectiveness and success of the project.

Those taking part are also encouraged to reflect on the process, through journaling and evaluative questions, which will support you in embedding and acting upon learning.

Principles

The process is different from traditional learning in that Set members:

- make a shared commitment to real action and change
- become mentors to each other – learning with and through each other
- are expected to ask questions, seek answers, gain support and expect challenge
- need to be positive and open-minded about issues/problems being discussed and possible solutions.
- work on real problems and implement solutions – i.e. development which is learning by doing
- all discussions are confidential to the group

Confidentiality

Those taking part will be asked to work within boundaries around confidentiality and respect as part of the process. All information and opinions shared during sessions are to be treated as confidential unless agreed by members of the set.

Confidentiality should only be broken when,

- there is convincing evidence of serious danger or harm to the set, a member of the set or others if information is withheld from an appropriate third party – e.g. facilitator, or Trinity Laban
- there is convincing evidence that the set, a member of the set or others are assisting or colluding in conduct which is dishonest, unlawful, unprofessional or discriminatory

Concerns and Complaints:

If a member of the set has a concern or complaint, in the first instance they should speak to the facilitator. Concerns and complaints should, wherever possible, be investigated and resolved by the individuals concerned however, if this is not appropriate or after initial action the concern or complaint has not been resolved, the complainant may approach Trinity Laban.

To apply – please complete our [Google Form](#) application.

Please note in the event that the Action Learning Set is oversubscribed, places will be allocated on a first come first served basis and/or professional need assessed from your application. We plan to run further Action Learning Sets in the future if you are unsuccessful this time.

Deadline for applications Friday 1st May 2020

Contact Us

If you have any questions about the scheme or difficulties accessing or completing the form please contact Lizzy Green 020 8305 3883 or by email e.green@trinitylaban.ac.uk