



Velindre University NHS Trust Leadership Programme

Action Learning Set (ALS) Evaluation Summary

Date: 21st May 2019 (Group 1)

1. The key things I have learnt from today's Action Learning Set are:

- How powerful an ALS can be; value of sharing issues with others and getting a different perspective.
- Others have similar concerns and 'I'm not on my own'. I can change things using the right strategies. Taking time out for this type of activity is very important.
- The language that I use is extremely important, using open questions, using positive language.
- The four points to highlight what is important to: me, the organisation, to the team and to patients.
- Positive language, circle of influence, communication & peer support.
- What is action learning and how we will use this going forward.
- Improved understanding of what exactly action learning is, how it's used & how it can be of benefit to me.
- To stand back and look at key issues/ causes. Most issues have common themes eg. communication. Issues are more easily solved with collaboration/ group thinking.
- To think about clear open questions. Provide myself with time to think. Learn a lot from listening.

2. The most important thing I have learnt about myself today is:

- I do have a lot more to offer; both as a person and as part of a team. I need to rethink my mindset to reflect the comment above.
- I am worried about being perceived as a failure. It was a relief to talk openly in a 'safe place' about a longstanding issue.
- To be open and honest to gain the best results.
- I need to ensure that I am keeping proactive about my goals.
- Focus efforts into circle of influence not concern.
- I am keen to learn and use the skills to develop myself. I am open to change if I think it will improve how I work.
- Areas to improve in myself are not a negative thing necessarily but rather an area for consideration.
- I am a collaborative influencer and need to work on other skills.
- I'm not as confident as I was/think.

3. My principal actions to take back to the workplace are:

- Use (Action Learning Set) ALS techniques in my wider work. Do my 'homework'; refer to support materials on CTR website. Think positive & proactive.
- Take action. Arrange appointment with my manager. Ask for clarity. Delegate.
- To understand what is blocking me from taking my challenging situation forward.
- Send the email I intended to send from a couple of months ago.
- To listen and how I can use the techniques of ALS to help solve some problems that I am currently facing.
- Focus efforts into circle of influence not concern.
- More positive language, focus on circle of influence, more open questions.
- Try to look whether there are common causes to key issues. Work on different influencing skills.
- To prevent the 'get out' culture that's developed in my office post-system implementation developing. Learnt from fellow participant's AL issue.

4. The Action Learning Set could have been improved if:

- No observations at present.
- Today I didn't think that any aspect of the ALS could be improved.
- I really enjoyed today's course and look forward to the following action learning sets.
- I think we could have had more time to discuss.
- Will see how the other sessions go to compare.
- Personally for me with ALS if I had had more of an understanding of Velindre Cancer Centre & radiotherapy.

5. The style of facilitation was:

- Open, lively, engaging.
- Open. Supportive. Fun.
- Very relaxed, which in turn helped me to relax.
- Relaxed and informal which helped openness within the group.
- Open, constructive, relevant material to support, discussion.
- Informal but this helped people feel comfortable.
- Nothing comes to mind at present.
- Helpful. Guided us at correct points.
- Good - helped us develop questions.

6. Additional Comments

- Very good overall, introducing practical skills into the workplace.
 - It was an enjoyable day - I like the 'doing' as it makes it more interesting.
 - Lots to learn but looking forward to the challenges ahead.
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