

Introduction

Action Learning is a powerful development experience for leaders. It brings people together to exchange, support and challenge each other in action and learning.

SCONUL is partnering with AUDE, BUFDG, UHR and UCISA (our equivalent for estates, finance, HR and IT professionals) to offer action learning to library staff at deputy director level or equivalent.

What is an action learning set?

An Action Learning Set is a small, confidential forum where each participant brings to the meeting an organisational task, problem, challenge or opportunity on which they intend to act. Having presented the issue to the group, other participants pose questions and raise discussions which help the presenter create insight and options for action. A structured process, supported by a skilled facilitator, is used to ensure that everyone has personal 'air-time' as well as the opportunity to contribute to the learning of others. It is through the experience of taking action on return to the workplace that promotes reflection, learning and personal development. For more information on action learning sets, please see the SCONUL briefing *Leading Libraries: Briefing paper on action learning sets* at <https://www.sconul.ac.uk/publication/briefing-paper-on-action-learning-sets>

What are the benefits?

Our facilitator, Lesley Broughton, has outlined the benefits as follows:

- Input from other deputy directors (or equivalent) who will challenge your thinking and offer a fresh perspective on organisational issues.
- Development of your active listening and questioning skills to help others gain insight - valuable skills that can be put to use in your normal working environment.
- Exposure to a variety of new and different challenges in other institutions which offers additional learning and a new perspective to broaden your scope of reference.
- Consolidation of learning over a medium to long term period, rather than a one-off experience.
- A rare opportunity for time away from the office for deep thinking about pressing issues.
- Development of a trusted network of peers who normally continue to share thinking long after the formal 'end' of the action set series.

For more information prior to applying please email Lesley Broughton on cpd@uhr.ac.uk.

Who can join?

These action learning sets are aimed at deputy director level (or equivalent). The sets are being offered to aspiring leaders across five associations: BUFDG, AUDE, SCONUL, UHR and UCISA to ensure a good mix of professions represented in each. There will be six participants per set.

How much will it cost?

The rate will be £699 (including VAT) per candidate for the full set of five sessions (c£140 per development day).

This includes the venue, refreshments and lunch costs at the first meeting in London. Thereafter the participants will host the sessions in turn at their own institutions, providing an appropriate room and refreshments.

When will the Action Learning Sets take place?

There will be five x one day sessions, held at six to eight week intervals across an eight month period. Many sets continue to meet on a 'self-managed' basis after the initial series of sessions have finalised. It is critical that candidates commit to attending all the dates within the set. We have two proposed 'set' dates:

Set A: 23 November; 18 January; 15 March; 10 May; 5 July (Thursdays)

Set B: 28 November; 23 January; 20 March; 15 May; 10 July (Tuesdays)

We hope to run both sets, but this depends on the levels of interest and a good mix of candidates for each set.

Where will the meetings take place?

The first meetings are scheduled to take place in London. After this, participants will host the sessions in turn at their own institutions, providing a venue and refreshments. To reduce travel, we will try and group participants by broad geographical area where feasible.

How do I express an interest?

Before we ask candidates to fully apply, we would like you to register your interest. To do so, please send an email to rachel@bufdg.ac.uk by 5th October confirming:

- your current role / job title
- which set you would be interested in attending
- that you can attend all the sessions within that set
- that you have the support of your line manager / decision-maker to participate.

How do I fully apply?

Send an email to rachel@bufdg.ac.uk by 20 October with the following:

- a copy of your current CV
- A personal statement explaining why you would like to participate and what you wish to gain from the programme (no more than 250 words)
- A supporting statement from your manager highlighting the benefit to you and the organisation from your participation

Applications with missing information will not be considered.

