



## SUCCESS STORIES – LEARNING TO IMPROVE

### CASE 1 THE CADRE WITH POTENTIAL

A management learning programme was designed for managers with potential from both the Head Office and Retail Operations of a building society. This combined experiential training, action learning sets, project work and personal coaching. The outcomes of the experience included a more united group of managers, greater understanding between different parts of the organisation and managers willing to take responsibility for their own development. The model was repeated with the layer of managers that report to this group.

### CASE 2 EVALUATING THE ESTABLISHMENT OF LEARNING NETWORKS

An infrastructure body was funded to set up action learning networks for social enterprise leaders in the South East. An evaluation was commissioned on the formation of the sets. The principle was accepted that a valuation approach would be taken, i.e. helping to identify what people had valued and wanted more of. Telephone conversations were held with sponsors, facilitators and participants as well as the compilation of appropriate data. The report formed the basis of advice given to new areas that wanted to set up such learning networks.

### WHAT PEOPLE HAVE SAID

I just wanted to write formally and thank you for your work on the Peer 2 Peer. I don't think the group would have survived if you hadn't taken over the reins...I personally have learnt a lot from your style of working.

**Director of Social Enterprise Infrastructure Body**

Roger created the right balance between allowing space and controlling discussion, and also commented professionally on the style of interventions.... There is a strong atmosphere of mutual trust and support.... Very approachable...I like his in-depth experience.

**Members of Action Learning Sets in a government agency.**

For more information on this service or to discuss your needs contact me on 07710-415894 or [rwythe@learningconnection.co.uk](mailto:rwythe@learningconnection.co.uk)

**Roger Wythe, the Learning Connection**