

Facilitation of Learning

Key Message

Learning, Teaching and Supervision is the third of four pillars of practice. Learning is constantly occurring in the workplace. Understanding the main principles underpinning how people learning can enhance effective practice. An Effective Practitioner needs to demonstrate a number of core skills in order to support others as they learn. Giving and receiving timely and objective feedback is vital, as well as encouraging others to adopt a reflective approach to their daily work. It is important to be compassionate, open and accessible, using language that encourages and supports learning whilst always adopting an uncompromising stance in relation to standards.



Learning Activities



Activity One

During the course of a day, observe and note any opportunities that arise for you to carry out informal teaching, for example, with patients, service users, carers, staff. How many of these opportunities did you take? Did you feel your teaching was effective? Identify any barriers to carrying out informal teaching and think about how you might overcome these.

[KSF Core Dimension: Personal and People Development; Communication]

Notes



Activity Two

Organise and deliver a formal teaching session, to an audience of your choice, within your area of clinical practice. Following the session, reflect on your teaching skills and ask for constructive feedback from your audience. Consider the suitability of the environment; the effectiveness of your teaching materials; your delivery skills; the usefulness of the session to the audience. What was good about your session? Were there areas that could be improved on?

[KSF Core Dimension: Personal and People Development; Communication]

Notes



Activity Three

Reflect on your experience of providing support and supervision for a learner. To what extent did you:

- know the appropriate processes for supervision of that learner and what documentation is required?
- collaborate with the learner to negotiate the learning experience?
- take account of the learner's preferred learning style and learning needs?
- provide effective opportunities for learning?
- support the learner to achieve his/her learning objectives?
- provide constructive feedback on performance?

[KSF Core Dimension: Personal and People Development; Communication]

Find more work-based learning activities on the effective practitioner website at www.effectivepractitioner.nes.scot.nhs.uk

Notes



Activity Four

Consider your current Personal Development Plan. When developing your PDP did you consider:

- your personality and the way it impacts on your learning?
- your preferred learning style?
- your personal and professional strengths as well as areas for development?
- your personal development needs
- the development needs of your organisation?

[KSF Core Dimension: Personal and People Development]

Notes