<center>**Action Learning Sets for SuppoRTT**</center>

Four half day sessions for different groups of returning trainees: OOPE, OOPR, Maternity leave, those who have had an unforeseen episode of time out of training (eg illness episode, new caring responsibilities etc)

Description: What is an Action Learning Set, or Action Learning?

Action learning is a way of working in a small closed group in order to work on real issues, and thereby solve problems. It is aimed at developing a skilled response in the person whose issues are worked on as well as in the other members of the set. Action Learning is a vehicle for problem solving, self-discovery and for finding solutions to 'wicked' problems - i.e. those which defy common sense or obvious solutions because every solution seems to cause a problem for someone or something else. Sets are useful professional networks and can become support systems in themselves. The SuppoRTT sets will meet once per quarter for a half day, starting at the beginning of 2019.

Who is this for?

You are thinking about an issue, possibly over-thinking it. You want to solve it, preferably by yourself, but you recognise that some challenges are best shared and that other colleagues may have wisdom or experience that you could benefit from. Sometimes it is not even what you would call a problem, more like just something in life that seems to occupy a lot of your headspace. You could also do with some support as you consider your options, and would like to feel less alone in your decision-making. You don't want other people's agendas to get in the way, and it's not their advice you are looking for.

The Action Learning Sets that are available via the SuppoRTT programme are tailored to specific groups:
- Those who have undertaken OOPE
- Those who have been involved in research/OOPR
- Those who have been on maternity/paternity/adoption leave
- Those who have had an unforeseen episode interrupt training (eg illness, new caring responsibilities, bereavement)

You don't need to have had any prior experience of an Action Learning Set, or be sure this is for you, you can come along and give it a try.

Additional information: What happens?

A group of between 5 and 8 meets in conditions of complete confidentiality with a facilitator. Set members bring issues that they are working through, in order that they might benefit from the wisdom of the group. Group members bring issues that they are contemplating and the facilitator helps the group decide which issue(s) will receive time in the session.
The issue-holder describes the situation, possibly using a flip chart: they will often set out who the main people involved are, what has already been tried; why the problem is an important one to them and so on.
The remainder of the group typically then question the issue holder to help him or her deepen their understanding of what might be going on, exploring any assumptions, possible "faulty" logic in the way the individual is considering the issue, looking at choices and considering any risks and

consequences of these different options. In this way he or she works towards clarification of their issue and next steps.

Then the issue holder sums up how they see the issue now. The facilitator then invites another problem-holder to come forward.

What kinds of issues might lend themselves to an Action Learning Set?
- Careers dilemmas
- Personal issues which impact on your ability to be present at work
- Imposter Syndrome
- New commitments that have arisen as a result of your time out of training, and you are wondering how returning to training is going to go
- New career interests or directions that have emerged for you while you have been out of training

The issues should be things that you have some degree of responsibility or ownership of, something that you can actually influence, and something that is genuinely meaningful to you.