

## What is Action Learning?

Action learning is an inspiring approach to professional development that offers a small group of peers a structured and reflective way to explore the issues they face. You can read more here: <http://www.actionlearningcentre.com/about-action-learning/>

It can support you in your professional development by:

- Helping you to step outside of your day-to-day pressures, enabling you to reflect and view your work from a fresh perspective.
- Giving you the opportunity to develop ideas, see connections and hear about others' experiences across the region.
- Using active listening, questioning and sharing feedback, with the group challenging and supporting you to identify your own creative solutions to take away and act on.
- Giving you an understanding of other practices, roles and organisations.
- Helping you and/or your organisation to build networks and partnerships across different parts of the arts sector and beyond.



Credit: Imogen Harvey-Lewis Illustration

Participants in the last Action Learning set shared how valuable it had been to talk, have time to consider issues more deeply and feel part of an artist community. As well as a shift in thinking and increase in confidence for many of the artists, it resulted in developing artistic practice, from taking on a new studio, forming a new artist collective and challenging work and practice.

*“there was a nice feeling of support and someone to share your journey with”* (Action Learning participant)

*“it’s a unique space to talk about what I care about. I don’t get to talk about these matters elsewhere.... I find it hard to verbalise what I’m thinking..... It offers an interesting space – with no pressure to come up with a solution”.* (Action Learning participant)

## How will it work?

The action learning set will meet together for a full day, every 6-8 weeks. With the first set starting in June 2018 up until March 2019 (a total of six whole days initially) and the second set starting in September 2018 up to June 2019. The first day will be an introductory day to action learning and to Joanna Ridout, our Learning Set facilitator, a UK expert in this field. Joanna will facilitate the rest of the 5 sessions with the aim that the set can be self-facilitating if participants wish it to.

## How to apply

As we expect demand to be high across the two sets, individuals will be selected by

application but we want to make this a simple process. We cannot guarantee a place for everyone who is interested – we will make judgements based on the right mix of people in each set and your ability to commit to the six sessions, including the introductory day. Set members will agree dates for the following five set meetings at the introductory meeting. We will expect participants to contract for attendance on all of these five dates.

### Timetable

Taster session	<b>Thursday 17 May, 1.30 – 4pm</b>
Applications open	<b>Thursday 17 May</b>
Application deadline	<b>Monday 4 June, 5pm</b>
Successful applicants notified by email	<b>Friday 8 June</b>
Introductory day – set one	<b>Wednesday 20 June</b>
Introductory day – set two	<b>Friday 14 September</b>

Both sets will then meet every 6-8 weeks for full weekday sessions, with dates agreed by the group in advance.

### Costs

This professional development opportunity costs over £600 per person. Create Gloucestershire (CG) has secured investment from the Great Place programme and Arts Council England to offer this to artists for the **cost of £60 for a 6 session full day set**. The cost includes a handbook, e-welcome pack, meeting space, AL facilitator and refreshments.

CG recognises that there are people whose background and experience is under represented within the creative industries. If cost is a barrier, please get in touch to find out about our small bursary fund.

For more info on how to apply for a bursary or if you have any questions, please contact: [Louise@creategloucestershire.co.uk](mailto:Louise@creategloucestershire.co.uk)

*Great Place is a programme of cultural development to put arts and culture at the heart of our communities; devised by Gloucester Culture Trust on behalf of Gloucester City Council and funded through the National Lottery.*

### Our aims for the Action Learning Set and eventual network

CG wants to grow a vibrant community of artists who feel nurtured and celebrated from first steps through to international careers. This underpins our manifesto aims, which you can read about here: <http://www.creategloucestershire.co.uk/our-manifesto>

CG is addressing this need through a combination of training, bespoke and peer support, aimed at sharing practice and learning. We think Action Learning sets are a great way to support artists, makers and producers to grow and develop their practice and to make new connections and relationships with others working in the sector.

If you have already taken part in Action Learning and want to develop your practice further, we would love to hear from you. CG is looking at other opportunities to develop and grow a pool of skilled facilitators and coaches in Gloucestershire. More details to follow.

