



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

OVERVIEW:

DEVELOPING LEARNING CULTURES

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Serendipity
CARE AND SUPPORT

- ▶ Registered healthcare staff
- ▶ People we support, families, informal carers
- ▶ Unregistered healthcare staff

DEVELOPING LEARNING CULTURES

- ▶ Theoretical knowledge
- ▶ Experiential knowledge
- ▶ Individual objectives

DEVELOPING LEARNING CULTURES

- ▶ Theoretical knowledge
 - ▶ Healthcare degree, i.e. Nursing, Occupational Therapy, Psychology
 - ▶ BTEC Level 5 Professional Diploma in Positive Behaviour Support
 - ▶ Training on law, i.e. human rights, Mental Capacity Act, safeguarding etc.
 - ▶ Bespoke theory such as attachment, TA, trauma informed approaches, determinants of health etc.

DEVELOPING LEARNING CULTURES

- ▶ Experiential knowledge



- ▶ Experiencing (Concrete Experience): Learner uses senses and perceptions to engage in what is happening now.
- ▶ Reflecting (Reflective Observation): Learner reflects on what happened and connects feelings with ideas.
- ▶ Thinking (Abstract Conceptualization): Learner reaches conclusions and forms theories, concepts, or general principles that can be tested.
- ▶ Acting (Active Experimentation): The learner tests the theory and applies what was learned to get feedback and create the next experience.

(Kolb 1984)

DEVELOPING LEARNING CULTURES

- ▶ Individual objectives
 - ▶ Personal career goals, aspirations etc.
 - ▶ Professional registration requirements/mandatory training
 - ▶ Personal academic interest
 - ▶ To resolve a specific problem or improve care/outcomes

DEVELOPING LEARNING CULTURES

(Basit et al., 2015)



DEVELOPING LEARNING CULTURES

▶ Work Based Learning

▶ “Reflection-in-action”

(Edwards 2017, Schon 1984)

DEVELOPING LEARNING CULTURES

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