

Event Prevention Through a Learning Team Approach



Quote of the Day

“When your practice has led you to experiences that you can't understand, you need a better theory”

Betty Sue Flowers

Presence: Human Purpose and the Field of the Future (Society for Organizational Learning, 2004)

The Better Theory

Shared Vision

(Common Identity)

+

Team Based Learning

(Collaborative Process)

=

Mission Success

(Organizational Improvement)

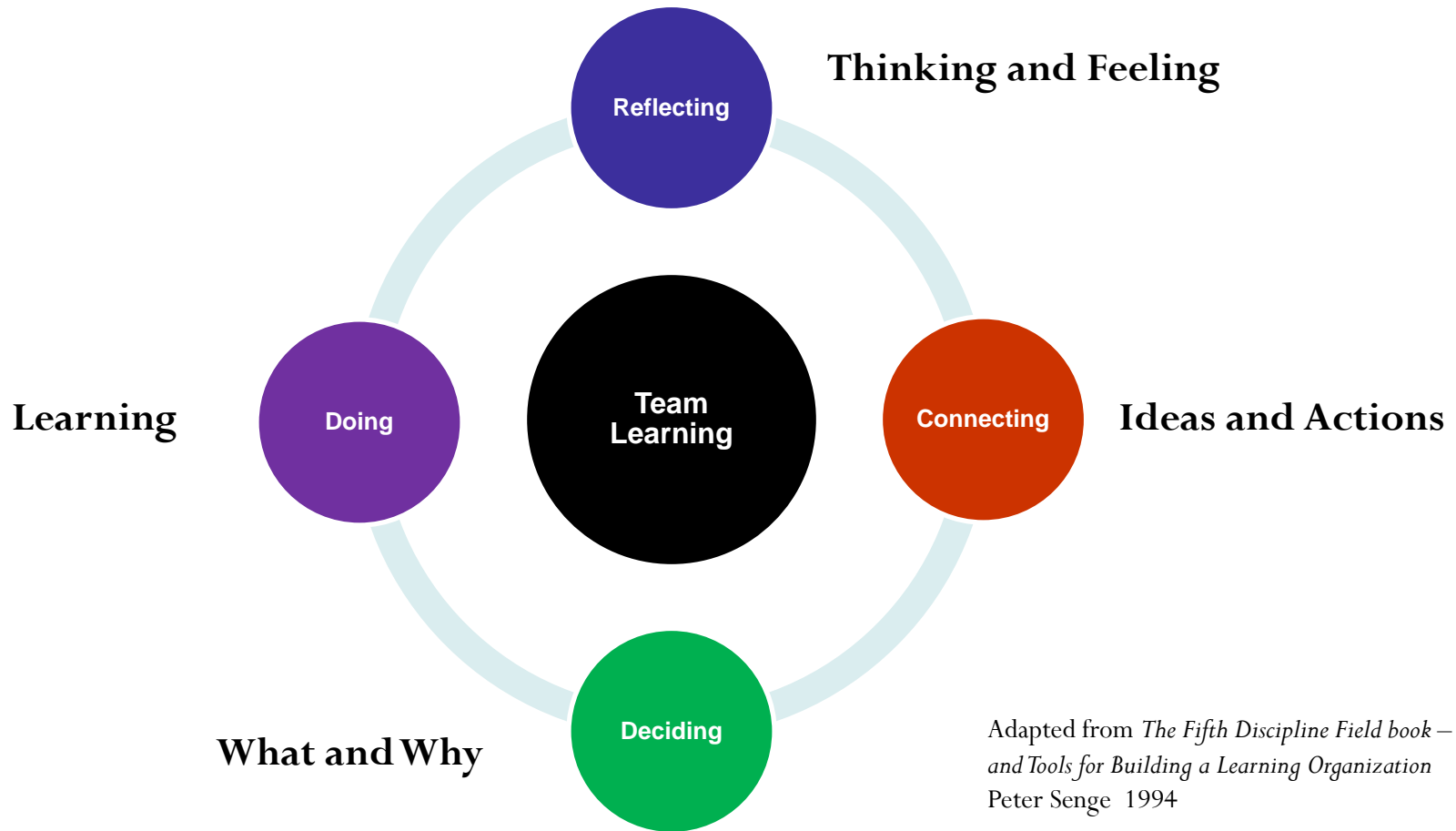
Team Based Learning

- A process of aligning and developing the capacities of a team to create results
- A dialogue that stimulates ‘thinking together’

“...when teams learn together not only can there be good results for the organization, members will grow more rapidly than they could otherwise...”

Peter Senge

Team Based Learning Model

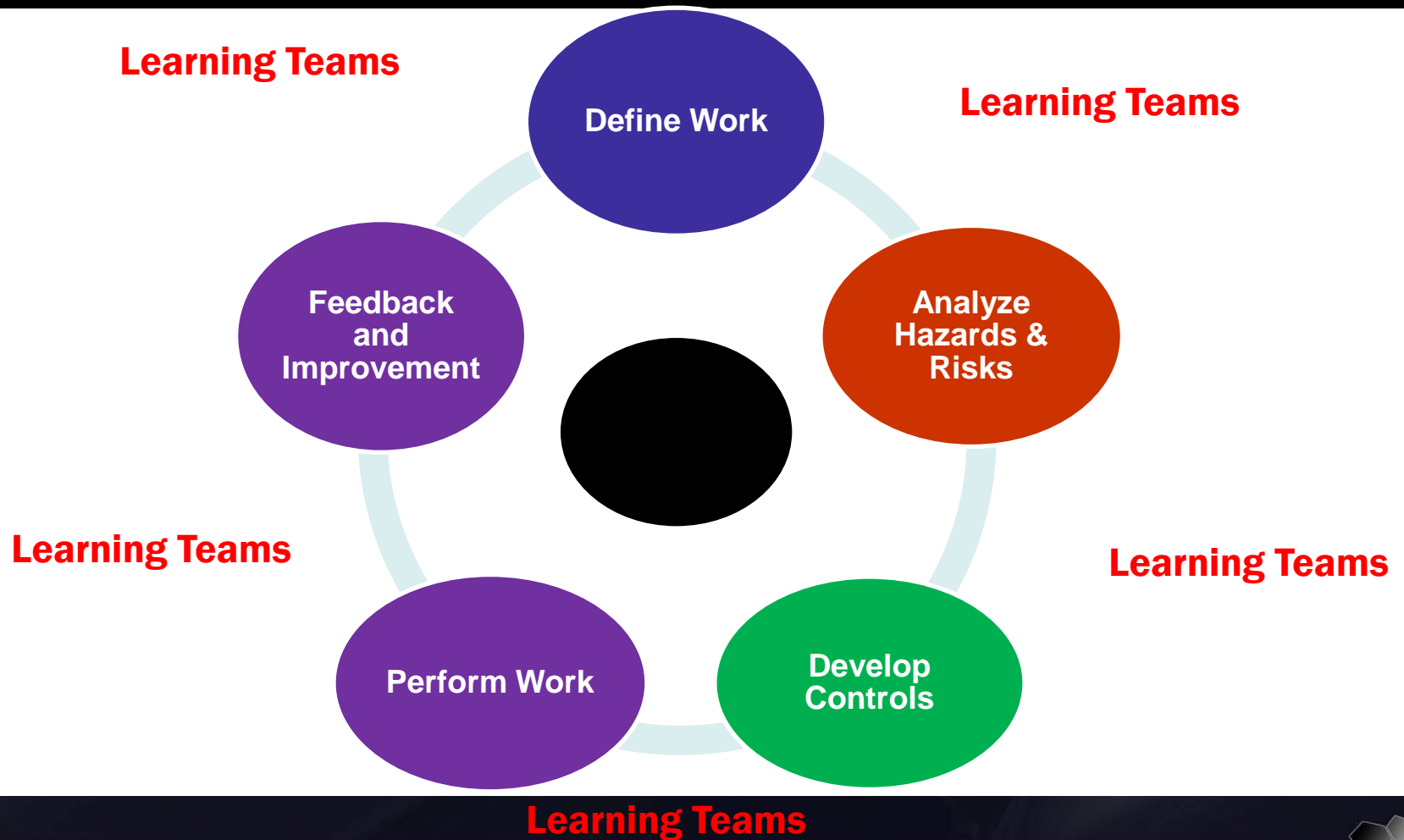


TEAM LEARNING

Learning Team Approach

- Strategically formed (Permanent/ Ad-hoc)
- 4-5 members works best
- Starts with a free flowing dialogue about a specific problem/concern or event
- Balance the interpersonal skills
- Sink or swim together (Positive interdependence)
- Challenge each other
- Test the benefit of the change

ISM & Learning Teams



Learning Teams

3 Key Questions

- What's important for us to know?
- How is/was the organization managing the risk?
- What improvement actions should be communicated?

CASE STUDY

California 200 Off Road Accident

CASE STUDY

3 Questions

- What's important for us to know?
- How was the organization managing the risk?
- What improvement actions should be communicated?