

Edited by Ian Cunningham,  
Ben Bennett and Graham Dawes

# *Self Managed Learning in Action*

*Putting SML  
into Practice*

A Gower Book

# Self Managed Learning In Action Putting Sml Into Practice

**Ian Cunningham, Ben Bennett**



## **Self Managed Learning In Action Putting Sml Into Practice:**

*Self Managed Learning in Action* Ian Cunningham, Ben Bennett, 2017-06-29 Over the last two decades the importance of Self Managed Learning SML has become increasingly recognized This book shows how it has revolutionized learning in organizations such as Ericsson PPP Healthcare and Sainsbury s and how it has contributed to wider organizational change The book consists of four Parts Part I places SML against the backdrop of changing global trends and the organizational responses to them It examines how these have led to the need for people to be more self managing and provides an overview of an SML programme Part II shows SML programmes in action by presenting case studies from nine very different organizations which have used this approach Part III looks at SML methods in more depth by concentrating on strategic learning contracts learning groups and how SML can be supported Finally Part IV concludes and looks to the future Rigorously researched *Self Managed Learning in Action* demonstrates that this important approach can be used in a wide variety of contexts and cultures in the private sector and in the public sector and for a wide range of staff

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**Post-Qualifying Child Care Social Work** Gillian Ruch, 2008-11-13 The first text to systematically address the learning needs of post qualifying child care social workers Soundly organized and engagingly written with useful summaries and reflective exercises for students it is a very fine text that will be widely used Nick Pike Principal Lecturer in Social Work University of Gloucestershire This textbook provides an overview of the Post Qualifying Child Care Award in social work Written in response to recent policy and training guidelines it provides the underpinning knowledge for candidates following the Post Qualifying curriculum It helps child care social workers acquire and develop the breadth of knowledge and understanding that characterise best practice Key features include Chapters on reflective collaborative and critical practice child development child observation case management and managing risk working in partnership with children and families inter professional working and practice education Links to the relevant post qualifying standards for social work Contributions from a team of practice assessors and programme candidates A practice based approach clearly links theory research and practice An inter professional perspective Case studies activities and points for reflection that encourage the reader to develop ways of challenging and improving their own practice The book equips social workers with the relevant training knowledge and skills to improve the quality of services and their delivery With an emphasis upon continuing professional development this text is suitable for social workers studying for the Child Care Award those already in practice and other social care professionals working with children

Human-Centred Education Scherto Gill, Garrett Thomson, 2017-01-06 This accessible guide presents human centred education an approach to schooling that radically rethinks the aims of education the nature of learning and the holistic growth of the individual Chapters include a variety of rich pedagogical examples and practical suggestions to show how the approach can be adopted as a whole school initiative or woven into particular aspects of school life including the curriculum classroom culture and feedback for learning The book also provides step by step guidance on how to integrate HCE into teacher training putting into practice the fundamental values of care connection and well being without sacrificing academic standards and accomplishments

*Reflective Learning in Practice* Anne Brockbank, Ian McGill, Nic Beech, 2002 This is a two part book to reflect the nature of the subject Part One explains the theory behind reflective learning and explains how the trainer or facilitator can become a reflective practitioner how they can help people to become reflective learners in a variety of learning situations Part Two offers a series of open ended case studies to illustrate how organizations have tried different approaches to reflective learning

*Developing Leaders For Real* Harry Gray, Anne Gimson, Ian Cunningham, 2022-05-13 Developing Leaders For Real Proven approaches that deliver impact presents chapters from international experts analysing approaches to developing leaders that have actually delivered results capturing how executives at all levels really learn to become better organizational leaders

Learning and Development Rebecca Page-Tickell, 2014-07-03 Learning and Development is a practical guide on designing

and delivering training and L D effectively in an organizational context It demonstrates how to link learning to strategic business goals and explores both the benefits and complexities associated with learning and development Tailored to the needs of HR and L D practitioners it offers a comprehensive overview of the field strongly aligned to organizational and HR strategies and objectives Using a combination of practical tools assessments scenarios and case studies this essential handbook will build your knowledge of the area from diagnosing L D needs and types of intervention and development categories to assessment and training evaluation Learning and Development is part of the HR Fundamentals series offering practical advice to HR professionals starting out in their career completing CPD training or studying for their professional qualifications with the CIPD

*Beyond the Tyranny of Testing* Kenneth J. Gergen, Scherto Gill, 2020 Providing detailed illustrations using cases from pioneering schools around the globe at both the primary and secondary level this book demonstrates how a relational orientation to evaluation in education can enhance learning processes foster students engagement and vitality relationships and elevate the evaluation of teaching and the school as a whole

**Leading a Creative School** Ethel Sanders, 2012-03-29 Introducing creativity to the classroom is a concern for teachers governments and future employers around the world and there has been a drive to make experiences at school more exciting relevant challenging and dynamic for all young people ensuring they leave education able to contribute to the global creative economy Leading a Creative School shows that school leaders are central in any change process and offers suggestions and models of practice for a whole school change towards creative practice Providing an accessible overview of key issues and debates surrounding different methods of creative change practical activities and stimulus material for to help teachers this book will explain how to reflect on why change is important for your school motivate your teaching staff create the conditions for a whole school change develop practical strategies to make changes long lasting and assess and monitor changes taking place Providing case studies and examples of school change from leading practitioners throughout this book is an invaluable guide for all those involved in school leadership management and change

**Salesmanship** Wilfred Rachan, 2016-03-19 Salesmanship Enterprise Managers Guide has been developed based on experience over the last twenty years in sales of capital goods and software solutions to improve performance The book came out from the need to train our sales managers In the information age it is no longer sufficient to hire sales people with sales and marketing qualification There is a paradigm change in the function of sales in an enterprise On the one hand the sales manager has to be transformed into an entrepreneur On the other hand the sales manager has to be trained to become a knowledge worker i e an engineer and a problem solver The sales manager needs to think in terms of commitment and at the same time be able to comprehend and document the processes and workflow i e supply chain and value chain of the customer during his sales visits Salesmanship is about relationship management i e relationship with internal and external customers suppliers contractors agencies etc relationship brings us into politics The sales manager needs to have situational awareness and be sensitive to the cultural

factors present during the sales cycle Salesmanship is about leadership i e the capacity to translate vision into reality The sales manager is motivated and guided by principles i e he is a soldier and a gentlemen The sales manager being of strong character will be able to overcome adversity during sales without resorting to con schemes or misleading the customers The book is a summary of the practical sales knowledge acquired over the last twenty years      **The Sage Handbook of Social Constructionist Practice** Sheila McNamee, Mary M. Gergen, Celiane Camargo-Borges, Emerson F. Rasera, 2020-09-30 The SAGE Handbook of Social Constructionist Practice is the first major survey of innovations in professional practice emerging from a social constructionist orientation to social science This key perspective has been unique in its stimulation of pioneering practices over a broad number of professions This volume offers insights into the latest developments in theory showcases the range and variations in practical outcomes while pointing to emerging directions of development The Handbook focuses on hands on practices while offering the theoretical tools for further enriching their application The authors are leading figures in their fields including organizational development therapy healthcare education research and community building The volume will be particularly useful for students scholars professional practitioners and change makers from across the globe PART ONE Introduction PART TWO Research Practices PART THREE Practices in Therapeutic Professions PART FOUR Practices in Organizational Development PART FIVE Practices in Education PART SIX Practices in Healthcare PART SEVEN Community Practices      **An Arena for Educational Ideologies** Miriam Ben-Peretz, Sharon Feiman-Nemser, 2017-05-22 Educational processes are shaped by societal ideas and values Different ideologies shape the discourses content processes and pedagogies of teacher education processes The book includes cases or illustrations of teacher education in the Montessori Waldorf Reggio Emilia and Pistoia traditions as well as the democratic tradition embraced by the Kibbutz Movement in Israel Understanding the ideologies that constitute the basis of teacher education programs might predict some of the outcomes of diverse programs on one hand and serve the adaptation of teacher education to societal needs and requirements on the other hand Purposes of schooling the value of knowledge and the relationship between teacher education and the goals of a democratic society have to be clarified in order to improve education in the service of society and its future The work of schools depends on the interaction between content teacher and student Therefore the preparation of teachers becomes a central aspect of education      *Long Range Planning* Strategic Planning Society, 2000      The Wisdom of Strategic Learning Ian Cunningham, 1999 Change means learning There is no possibility for organizations to change unless the people in them learn In this new book Ian Cunningham writes about his pioneering work in developing strategic learning He shows the need to go beyond vague prescriptions for learning organizations Instead he advocates the value of a learning business which integrates learning with the strategic direction of the organization He elaborates practical examples of implementing strategic learning using self managed learning For the organization self managed learning has a strategic advantage in creating a focused active and committed team Ian

Cunningham's powerful tried and tested approach is backed by evaluation research evidence and by its success in organizations such as Shell in the Netherlands the Hiram Walker Group in the UK and Valmet in Finland

*A construção social de práticas relacionais* Marilene A. Grandesso, Valéria N. Paschoal, 2024-10-25 Que diferença podemos fazer no mundo se pautarmos nossas relações pelo diálogo e pela colaboração? Certamente uma diferença significativa nas relações e formas de convivência. Diálogo implica uma escuta generosa em que mais do que estar certo ou ter razão importa ouvir para compreender o outro. Não pressupõe consenso mas sim respeito pelas diferenças. Colaboração por sua vez pressupõe uma disponibilidade para estar com a outra pessoa numa ação conjunta organizada por uma postura filosófica em torno de valores comuns de respeito e ética relacional. Na vida cotidiana e nas práticas profissionais diálogo e colaboração são fundamentais para a construção de um mundo mais humanizado. Tendo as sensibilidades construcionistas sociais como norteadoras os capítulos deste livro entrelaçam ideias instigadoras e práticas inovadoras compartilhando o que tem sido realizado por estudiosos, pensadores e praticantes colaborativos dialógicos no Brasil e em outras partes do mundo. Nesse coro de vozes juntam-se alguns dos autores estrangeiros: Harlene Anderson, Kenneth Gergen, Sheila McNamee, Sylvia London e Irma eca Rodriguez que têm inspirado nossas ações e incentivado nosso trabalho.

Marilene A. Grandesso, Org. Coordenadora do ICCP INTERFACI, Valéria Nicolau Paschoal, Col. Vice Coordenadora do ICCP INTERFACI

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*Forthcoming Books* Rose Arny, 2000-06

**Proceedings of the Symposium on Partial Evaluation and Semantics-Based Program Manipulation**, 1995

Self Managed Learning and the New Educational Paradigm Ian Cunningham, 2020-09-18 This book asks the question what is the need for learning and how can it best be met. It's often the learning that takes place outside the classroom that is most important. This fascinating book celebrates successes of self managed learning drawn from the author's own college and eight other schools from the workplace and from international contexts. It provides detailed guidance on setting up an SML culture, overcoming common problems and dealing with difference and is an indispensable introduction to SML for any interested teacher, parent or school leader or business.

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