RIO Action Learning Group Contract

1. COMMITMENT

Agreed dates for AL sessions:-

Date	Time	Venue	Special Actions
Jan 2009	10-4.00		Set 09 dates and venues
March 2009	10-4.00		
May 2009	10-4.00		Review
July 2009	10-4.00		
September 2009	10-4.00		
November 2009	10-4.00		
Jan 2010	10-4.00		Review

Commitment to be reviewed in May and January

2. CONFIDENTIALITY

The group will stay within the boundaries of AL confidentiality. However the confidentiality of each issue presented will be agreed at the end of each session. If operational issues are raised and it is deemed necessary to carry actions or discussions forward outside of these boundaries then provided the whole group agrees and the issues are clearly defined then the normal confidentiality boundaries will not apply.

3. REVIEWS

Individual's facilitation skills and the process will be reviewed at each session. The group will be reviewed in May and January.

4. COMPOSITION OF GROUP

The set will continue to contain these seven members. This will be reviewed in May and January. We are aware that certain members will not be available for some sessions due to other commitments - this will be made visible in individual's action plans.

Please make any further suggestions for inclusion in the group contract.

Personal aims for action learning

Please write your personal aims for action learning here as well as any information that may affect your attendance at all 6 sessions so that the group may accommodate. These will be circulated to all members of the group so that AL may be used to support these.

These are a sample of the Group's personal aims:

- develop facilitator skills to become confident running regular AL group for RIO
- to identify opportunities to use AL and AL techniques across all my work, to improve the support I am able to offer.
- to be a useful and committed member of a group that values the personal development of all group members and provides a space for mutual support, growth and reflection

- To understand myself and how I interact with others
- To learn to change my responses for the better in order to be a better manager
- To learn how to deal with different situations
- To understand my need for control and when I can give that up
- To be part of a support group and help to support others
- To learn from others experiences
- To see different ways of thinking of things from other people

Due to my maternity leave I will be unable to attend all of the six sessions over next year although I am very keen to remain part of the group as long as the group continues to feel comfortable with this situation.

It is my intention that the first date I attend is in September although I may welcome the opportunity to be a part of the July session.

My personal aims for being a part of this action learning set are:

- To continue to be part of a group where there is a shared practice of support and challenge and where I can bring my own personal issues, challenges and opportunities.

- With the support of the group I would like to seek the opportunity to become an accredited Action Learning facilitator.

- To seek opportunities to develop my Action Learning facilitator skills inside and outside RIO.

- To be given the opportunity as part of this set to practice my Action Learning skills so that they can be a positive part of or have a positive impact on my participation in other meetings.

    - To become a skilled Action Learning facilitator
    - To gain freelance employment as a facilitator
    - To become a better facilitator at all meetings
    - To support the development of RIO, and other organisations through the implementation of AL
    - To continue my own professional from being part of an Action Learning set