



Learning Team Facilitation Training

Compassionate Inquiry for Meaningful

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Results

Hello, my name is
Tiffanie.

I've been with the
District for two years
and I work in HR.

This is **MY WHY.**



What is the goal of a Learning Team?

To learn enough that we realize, given the **conditions they faced** and the **information they had**, we would probably have made the **same decision**.

Learning Team Events are made up of two distinct parts:

Discovery

**Improvements
& Solutions
Development**

**Not an
investigation**

**Empowers
the team**

**Considers
the
bigger
picture**
(not just the event)

**No
blame**

What Makes a Learning Team Unique?

**Promotes
solutions the
team has the
power to
implement**

**Not
seeking
“one”
root
cause**

**Focused on
building
trust, energy,
and
momentum**

**Recognizes
the
complexity
of the story**

How will Learning Teams bring value to the District?

- Learning Teams generate **heightened ownership** of the contributing factors and the plan for implementing improvements.
- Learning Teams **promote respect and compassion** for workers. They focus on building trust and typically **result in tangible action**.
- Learning Teams are **fast and efficient**. They offer an opportunity to gain **valuable insights** in a meaningful way, without significant lead time required.

Questions?