ORGANISATIONAL LEARNING MODE

Elements are required within each business group **CORPORATE MODEL** -Review/ **Accountability** Origin Challenge Inspection Platform* Delivery* & Hierarchy* Does the **Business Group** The need for the Once decision that Consider whether a There should be consequence of and/or B/OCU the need for learning learning to be revision or the testing to ascertain the learning learning can be integrated must be to be integrated has creation of policy & whether the require identified from SOPs is required. considered (is it learning has been been made. new/revised operational deessential, should or accountability should integrated and is training (at briefs, innovation by ideal?) be formalised via a Does it require fit for purpose. internal/national staff & good practice Gold. Silver & changes to roles & level)? Internal learning responsibilities? This should be Bronze hierarchy. should also be quality done via internal Does it require assured. Is there any need inspection/review additional for change? (either at business Gold - consider resources/IT? The need for learning Analysis of the group or Strategic strategic impact, can also be identified level). opportunities vs. the How does the risk, costs & monitor How will the by external bodies threats of using the learning fed into learning be (HMIC, IPCC etc) learning should be national/ACPO This can also be implemented. guidelines/policy/ through inspection identified. done by external into action? Silver - responsible activity & debate? agencies... for how to deliver recommendations. Also benefits analysis Consider must be considered Also may be need for Any findings method, owner. Bronze -responsible (cost vs. benefits) learning due to should feed back timescale & for delivery changes in legislation into origin element costs

The delivery of any learning must adhere to Specific, Measurable, Achievable, Relevant & Timely principles