

Your Action Learning Project

- This is an experiential learning unit in which participants will undertake a project that addresses a significant teaching, learning or assessment issue that, in real time, is relevant to your workplace.
- Action learning is a means by which an individual can use the reflective processes of a group to bear on a problem or an issue that they have at the time.
- This is to be an individual project. If there are multiple participants from the same workplace, the projects could be coordinated but need to be presented independently, each with a different focus.
- ALP to be based on a real-time next step for your organization or the opportunity to address a problem area.
- We will talk about, in class, on Day 4, what the focus of each ALP will be and establish the schedule for presentations.
- To support your efforts in developing your plan, please submit a brief outline to the instructor by the given deadline. This Brief Outline is to ensure each participant has a clear focus for their project and that there is ample time to access any support needed from the instructor before class resumes. This Outline should include:
 - What problem, issue or step in the development of The Standard are you addressing?
 - Why have you selected this focus?
 - The Goal of your Project – what do you hope will change as a result of the work you are proposing?
 - Indicate if you would like to set up a time to chat with Nancy, by phone or email, if you would like any support or have questions.

Expectations for your ALP

- Draw on resources shared during the course as well as others you find. Please include your references. "[Assembling the Pieces](#)" and [Workplace Strategies for Mental Health \(Canada Life\)](#) may be especially helpful.
- Presentations will be made to the group on days 7 and 8 with the schedule being confirmed on Day 6
- Product or process is USEFUL to actually address the issue or activity in your setting
- Offers you the opportunity to apply, practice and build on the concepts shared in days 1-4. Participant learning is key.
- The full Presentation (which can incorporate relevant elements of the Outline submitted):

- 20-30 minute presentation in whatever format you prefer. Consider what format would actually be helpful to you in your workplace. (e.g., creating a presentation to senior leaders, developing a communication campaign to recruit employees to participate in an event or survey, developing a Terms of Reference and membership recruitment strategy for your in-house committee).
- The presentation should include:
 - Elements from your Outline (What problem, issue or step in the development of The Standard are you addressing? Why have you selected this focus? The Goal of your Project – what do you hope will change as a result of the work you are proposing?)
 - A detailed description of the product or process you have developed to address the problem and Goal..
 - What resources did you find helpful during the project?
 - What did you learn through the project?
 - Any next steps / use / implementation you anticipate with what you have developed?
 - The presentation will end with your “Conversation-starting Question” for the class participants to discuss. 10-15 minutes will be available for this discussion followed by questions/answers and any feedback to you from the group and instructor.

Some Sample ALPs

TOPIC (related to the PHS Standard)	APPROACH	LEARNING OPPORTUNITY
Establish the priorities for action OR Develop a Vision Statement	<ul style="list-style-type: none"> • Plan / Conduct / Analyze a Focus Group 	Planning
Address one or more of the 13 Psychological Factors	<ul style="list-style-type: none"> • Develop a Plan for Change 	Goals, Objectives, Indicators
Engagement <ul style="list-style-type: none"> • A committee • Leadership to support • Employees to participate 	<ul style="list-style-type: none"> • Develop / Make a “Pitch” for engagement / commitment • Develop a Business Case 	Persuasion Techniques
Workplace PHS Policy	<ul style="list-style-type: none"> • Develop a Policy statement • Develop a plan to implement the policy 	Policy development