



### **Learning Track: Action Learning Practicum**

On an individual basis, you will each be expected to practice and apply what you are learning in the context of your ongoing work. Through practice between each monthly session you will learn to adapt the tools and models in this program to fit your style in the context of organization culture. In addition, you will have the opportunity to work in learning teams to apply the principles and practices learned during this program to 'real-world' issues through a small group practicum project. These projects will provide a laboratory for you to incorporate the collaborative leadership skills you are learning with an opportunity to respond creatively to a real and challenging health care issue affecting low income and uninsured people in Massachusetts.

The practicum experience will provide opportunities for you to practice your skills in framing issues, facilitating dialogue among "not-the-usual suspects," and reaching consensus. In the spirit of creating a learning laboratory, team members will share feedback and support throughout the process. The practicum will involve identifying an issue and working with a small team of peers to:

- Analyze the organizational and community context and the challenges and opportunities the issue presents
- Frame an inquiry or series of questions about the issue that could, if addressed creatively, yield important new insights about the problem and how to address it
- Design and facilitate a process for engaging and involving a wide range of stakeholders in an inquiry about the issue
- Capture the insights and learnings from this shared inquiry and disseminate them to participants
- Identify potential next steps, including disseminating the insights to others whose work might benefit from them

Time will be devoted to work on your practicum projects during the monthly workshops. You can also expect to work on your projects with your team for an average of four to six hours per month between sessions. If your group chooses to spend more time, due to the nature of your project, you may need to seek approval from your sponsoring organization.

#### **➤ Learning Objectives**

Through the work of the practicum project teams, you will learn to:

- Apply systems thinking, complexity theory, and network theory to frame and analyze health care challenges and the context in which they are embedded

- Use collaborative planning and facilitation frameworks and skills to design and facilitate dialogue and planning with multiple stakeholders
- Sharpen your use of the frameworks and tools you are learning learned about leadership, feedback, diversity, dialogue, problem analysis, and stakeholder involvement
- Hone your ability to make useful observations and share insightful, actionable feedback with your colleagues
- Expand your capacity to reflect on your own thinking and leadership practice, hear and make use of feedback, and pursue your ongoing learning and development

Throughout the MICHL experience, you will learn at least as much from one another as you learn from the faculty. So you are invited – and encouraged -- to enter MICHL with open minds, open hearts, and open eyes for a wonderful and unique learning journey!

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