

Evaluation of the pilot in Denmark

Trainers: Margrethe Cæsar Bjerg and Anette Nielsen

Participants: 16 social workers from 3 municipalities.

How did you organize the pilot?

The pilot was organized in a kick off day, 2 half days with learning groups and a closing day. The whole process lasted 4 weeks.

The participants were invited through a folder telling, that participants will get the possibility to change their own practice using a problem, they choose for themselves, learn about empowerment and action learning, and get relevant methods and tools.

The first day we presented empowerment and action learning. Afterwards they worked in learning groups of 4 with formulating a problem.

The learning groups met twice during the next 3 weeks. These learning groups were facilitated by either Margrethe or Anette.

At the first learning group meeting we made a presentation on communication.

At the closing day we made a presentation on learning theories and had the final learning group work.



How many participants did you have and what were their background?

We had 16 participants from different backgrounds and with different training. Social workers, social educators, ergo therapists, and health trained at basic level. They came from job centers, family work and work with mentally diseased persons. They all had direct contact with users.

How did you use the different tools and materials and how did it work?

- **Script** : We used the script but in a more simple way with 5 columns: Time, Program (responsible), purpose, Activity. Material and it worked very well
- **Films**: Anette showed the action learning film to her groups. They found it illustrating and helpful
- **Presentations**: We adapted the presentations for empowerment and action learning into our own context keeping the core message. We made presentations on communication, new and learning theory using one of the models from the presentation on learning theory developing the presentation from that. The presentations went well and the participants thought it was relevant. But they wanted more of it
- **Action learning concept**: We used the action learning concept almost as described in the material for the SEMPRE train the trainer. It was working very well, but the participants wanted the concept presented as a whole from the start, and they wanted more knowledge on action learning. The participants liked the way the learning groups were organized and the knowledge, they could get from each other. The size (4) of the learning groups worked well, but was a little fragile if cancellations
- **Action learning templates**: We developed the action learning templates. They were working well, but we have to revise them. But we will not do this right now.



How did the concept work as a whole?

The concept as a whole is working, but it needs to be changed on at least 3 areas:

1. The participants found the concept of action learning very inspiring and relevant, but the process was too short. They could not manage to make proper actions within just a week to the next meeting in the learning group. They wanted the process to last longer, up to half a year
2. The participants wanted more theory. They found the theory presented very relevant, but they would have liked to go deeper into the theories. And they would have liked more presentations of theory as power, change of perspective and coaching methods
3. The participants wanted more literature – They wanted us to expect more from them



Proposals for the final concept.

The module must be planned so the action learning process will have a longer process.

The different themes like action learning, empowerment, the empowerment tools and the empowerment handbook, Communication, learning theory, change of perspective, coaching methods, power also could be described in one day workshops at a high level and in ½ a day for basic level.