

Learning Objectives and TAP Group Overview

Check in

- Name and organization
- Current hypothesis

Strategic Learning Review

- Readiness for Learning
- Express your strategy as a hypothesis
- Splash and Ripple
- Measuring your outputs – “If we do this...”
- Measuring your outcomes – “... then this will happen.”

Reflection on Your Strategy

- What is your hypothesis?
- What is your splash (outputs, monitored)
- What are your near ripples (outcomes, measured)
- What are your far ripples (impact)

Shared Interpretation of Data

- Use a BAR to set your intentions, insure tangible outcomes
- Learning compares *expected* outcomes with *actual* outcomes
- AAR as a tool to continue the Strategic Learning Cycle
 - What were the intended results?
 - What are the actual results?
 - What caused these results?
 - “Plus – delta” What should you sustain? What should you improve?

Using Your Opportunities

- When can you turn learning (a changed mind) into practice (changed actions)?
- When is your next opportunity?

Coaching Follow Up

- Session 1 – Splash
 - Hypothesis, Measurement, Reflection, and Review
- Session 2 – Ripple
 - Assessment, Reflection, and the Cycle of Learning

Slides posted at: flanagan-hyde.com/resources