

Action Pact, Inc.
www.Culturechangenow.com

Culture Change in Practice

Learning Circle



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"Culture Change in Practice" is our own weblog where people can become involved in a conversation about Culture Change as it is practiced by professionals in real nursing homes. Feel free to join the conversation, or post a comment about something you have learned on your journey.

www.culturechangenow.com/weblog.html

An important communication tool in all stages of culture change, the learning circle makes everyone equal. The rules of the circle help those who typically talk and have the most authority be quiet and listen. And, it encourages those who are typically shy or don't have much formal authority to speak up. It can be used as an activity just to get people talking or as a way to let everybody weigh in when there is a decision to be made.

Here's how it goes...

One person is chosen to facilitate.

The facilitator poses a question or issue and asks for a volunteer to begin.

The volunteer shares his or her answer or view and then the person sitting to the right or left of that person goes next.

The process continues around the circle until all have shared.

There is no cross talk during this process.

A person may choose to pass, but after everyone else has shared, the facilitator should offer that person another opportunity to express his or her view.

Once everyone has shared, the floor is open for general discussion.

Learning circles should be used often for best results. Regular use of learning circles creates an open and learning environment in your home.

Remember, elders should be involved in the circle whenever possible. Try a learning circle with my first suggested topic... **"What does home mean to you?"**

Keep checking back here for new learning circle topic ideas.

