

LEARNING HANDBOOK

Guidance and tools to support systematic learning before, during and after project activity in health and care

Learning events

What is a learning event?

Training courses, conferences, workshops, 'away days', 1:1 coaching, mentoring and counselling can all be considered learning events. Learning events are protected, pre-planned time that allows members of a team or organisation to develop and gain new knowledge and skills. A collection of learning events, carefully planned and coordinated, can be considered a learning strategy.

Learning event models

There are eight different learning event models which outline the different activities that can occur within a learning event. These are:

- **Imitation:** both children and adults learn by watching and imitating (or doing) this can be both intentional and unintentional
- **Reception:** this is the transfer of knowledge via communication; one person transfers their knowledge to another and vice versa. This can be carried out verbally or in writing
- **Guidance:** in this learning event, learners are encouraged not only to imitate, but to practice and develop skills and experience
- **Exploration:** in this learning event, participants use their initiative to explore all available resources to develop the skills and knowledge to answer a question or solve a problem
- **Experimentation:** this learning event allows participants to explore and discover an answer to a problem or question using a trial and error method
- **Creation:** the main aim of this learning event is to facilitate the participant to learn how to *do* something new, not just know something new
- **Self-reflection:** this learning event allows learners to evaluate their own learning and therefore become more aware of how and in what environments they learn best
- **Debate/animation:** this learning event has the aim of being highly interactive and relies on social interaction and opposing views to draw out argument and debate

Further reading:

- Dieudonné Leclercq & Marianne Poumay - [The 8 learning events model and its principles](#)
- University of Ulster – [Hybrid learning model](#)
- Shift E-Learning - [The 8 types of learning events you need to have on your e-learning course](#)

