

Developing Research Capacity and Culture in Wanslea's Children's Services: Assessing Organisational Readiness



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The Context for Change

- Why
- Collaborative partnership
- Key players



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Scoping WELD



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Project Outcomes

- High quality practices
- Development of critical thinking and professional reflection



Project Frameworks

- Leadership framework
- Individual, team and organisational level
- Early Years Learning Framework
- Action research framework





- Learning and practice inform each other
- A tool for reflective practice and continual service improvement
- Collaborative Capacity building
- Responsive and flexible
- Rigour - participation, evidence informed, transparent, multiple cycle



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Factors Influencing Change

- Internal factors affecting readiness
- External factors



Three Levels of Readiness for Change to Occur

- At the community level
- Making systemic changes at the organisational level.
- Individual change



Within the Organisation

- Organisational change - planned “topdown” and emergent
- Internal and external resources supporting ability to create and sustain organisational change



Leadership Structure

- Organisational readiness to change includes the motivation and capacity of leadership staff to change if the need arises and to support staff members in making changes.



What we have achieved so far

- Board and organizational approval, alignment
- Workshops-project information session, group formation
- Interviews
- Focus groups with educational leaders



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WELD Voices



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Project Leader Reflections

- Collaborative partnership
- Communication/geographical challenges
- Line management challenges
- Virtual teams and leadership
- Passionate staff



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