

LEADING WITH LEARNING

JOIN US ON OUR SIX-PART
LEARNING PROGRAMME

Creating Conditions for Meaningful Learning

How can you cultivate a meaningful learning environment in your work?

And how do you learn when you're unsure what you need to know?

Our six-part *Leading with Learning* programme is designed to help leaders cultivate the motivation and capability to nurture the conditions for learning.

Over six engaging and interactive sessions, we'll explore why learning is essential for navigating uncertainty, how to learn more effectively with others, and what you can do to embed learning at the heart of your practice. By connecting practical exercises and theoretical insights with your own experiences, we'll show how this kind of learning happens best when you focus on what matters – together.

Join us to make learning a habit – for yourself, your organisation, and beyond.

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Rationale

When working in complexity – where challenges are dynamic, interdependent and often unpredictable – learning becomes a critical means for navigating uncertainty, adapting to change and discovering diverse perspectives that reveal possible ways forward. Unlike linear problems, the complex challenges we encounter in practice cannot be ‘solved’ with fixed solutions; they require continuous inquiry, experimentation and reflection. This is why learning must be a central focus of leadership – not just as an occasional activity, but as an embedded management strategy (as recommended in Human Learning Systems), enabling teams to iterate, collaborate and evolve their approaches in real time.

But what does this mean in practice? How can you create meaningful spaces for learning – spaces that go beyond formal training to cultivate deep human relationships, to appreciate the importance of context and perspectives, and to foster genuine responsiveness to complex situations?

Our learning aims

Leading with Learning aims to support you in your leadership role to reflect on the ways in which your organisation is currently enabling learning (or limiting it). This includes how different learning forums such as supervision, team meetings, induction, as well as informal learning conversations can be further developed and enhanced into connected learning cycles that enable learning across all levels of the organisation and beyond.

Through the learning programme, we aim to support you to:

- ✓ Enable meaningful learning between people, in context
- ✓ Understand the relevance of learning, and its enabling and limiting conditions
- ✓ Deepen practical insights into creating and maintaining learning spaces

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Thematic content

Across six 3-hour sessions, we will explore the following themes:

- ➔ What is learning?
- ➔ Nurturing the conditions for learning
- ➔ Building purpose and motivation
- ➔ Targeting our learning
- ➔ Connecting learning cycles
- ➔ Making learning a habit

Integrating learning into your practice

All six sessions are designed to facilitate peer learning. As participants, you will increasingly take on greater responsibility for supporting each other in the ongoing process of applying your learning to your practice context and leadership role. Why is this a powerful way to integrate learning and achieve practice improvement? Because converting learning experiences into meaningful behaviour change relies on three factors:

- ➔ **Capability:** Acquiring new skills and insights into learning, connecting theory, values and practical methods
- ➔ **Motivation:** Being eager and feeling confident to create positive practice change, connecting with a clear sense of purpose
- ➔ **Opportunity:** Finding ways to apply your learning in practice, creating the space for self-reflection within the peer learning community, and identifying further opportunities for developing a learning culture in your organisation

We expect participants to commit to taking action in between each session, so that you can test out the ideas you will develop to enhance your learning culture.

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Who we are



The course is facilitated by Gabriel Eichsteller ([ThemPra](#)) and Roger Duck ([Mapsar](#)). We're experienced facilitators with an interest in creating the conditions for people to work and learn effectively together. Drawing on our combined experience as learning partners across sectors, including social care, education, hospitality, transport, telecoms and energy, we recognise the critical role that learning plays. As members of the [Human Learning Systems Collaborative](#), we're particularly interested in how we can humanise learning in ways that are central to the systems we're part of.

This learning programme draws on these collective experiences in ways that connect with your practice expertise, and we see our role as equal partners in your learning process.

Course dates

The course runs over six 3-hour sessions spread across 3 months to allow sufficient time for learning integration. All sessions are 9.30-12.30 UK time and will take place on Zoom. We're offering 2 start dates in 2026.

➡ Spring cohort:

Session 1: 14 April, 2026
Session 2: 28 April, 2026
Session 3: 5 May, 2026
Session 4: 19 May, 2026
Session 5: 3 June, 2026
Session 6: 16 June, 2026

➡ Autumn cohort:

Session 1: 23 September, 2026
Session 2: 7 October, 2026
Session 3: 21 October, 2026
Session 4: 4 November, 2026
Session 5: 18 November, 2026
Session 6: 2 December, 2026

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Costs

The cost per participant is £575. From your fee £25 will go to the HLS Collaborative to support its work in developing relational public services. Payment can be made by bank transfer or credit card and must be received at least 14 days prior to the start date. We're happy to add any purchase order details to the invoice.

Registration

To book your place on this course, please click the relevant button below.

[Spring cohort](#)

[Autumn cohort](#)

Further questions?

Please get in touch with us [via email](#) if you would like to know more about this course or any of our other learning activities.