



***WISDOM, JUSTICE,
COMPASSION, INTEGRITY.***

*“There’s no power greater
than a community
discovering what it cares
about”*

“We drink 3 cups of tea to do business;
the first you are a stranger,
the second you become a friend,
and the third you join our family.”



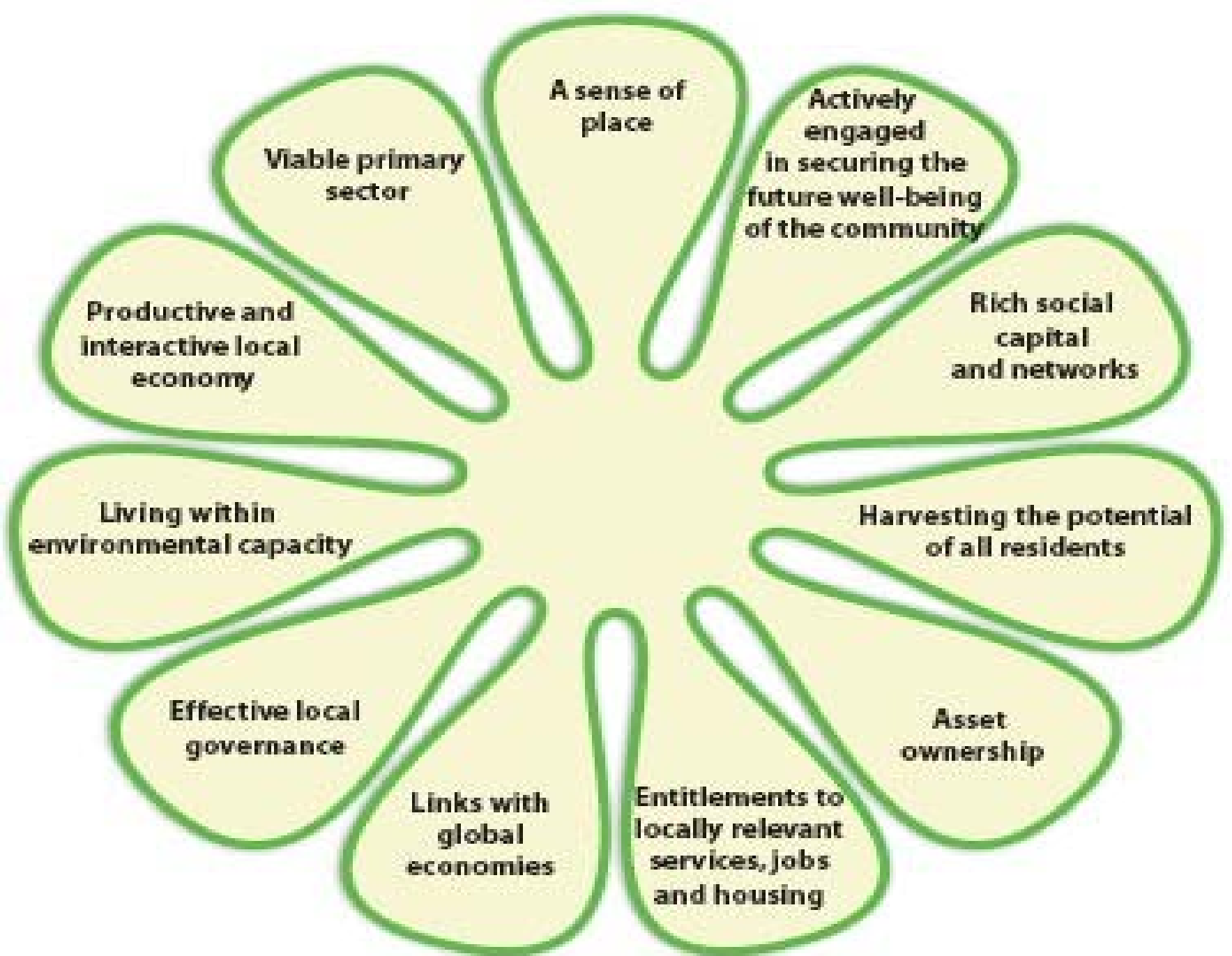
“Greg Mortenson;3 Cups of Tea.”

BUILDING CAPACITY

- About people being involved in the building of the organisation
- It can be about solving problems
- Not always about what's missing....
.....but what can be built on.....

COMMUNITY.....!!!

- **INVOLVEMENT**
- **PLANNING**
- **SUPPORT**
- **METHODS**
- **WORKING TOGETHER**
- **SHARING INFO.**
- **WORK WITH OTHERS**
- **IMPROVEMENT**
- **FEEDBACK**
- **MONITORING and EVALUATION**



The CLD Standards Council and
the Framework for CPD in CLD

*Shared
vision
*Enabling
structures

Employers,
organisations and
leaders

Learning
Organisation

Practitioners

*Supportive
culture
*Empowering
management

*Motivated
workforce
*Enhanced
learning

The six factors of a Learning Organisation

(Kandola and Fullerton: 2004, 159)

The place we live, work
and play in.

We a' ken
the plan!
Talkin''n
daein stuff!

Groups,
organisations,
clubs and services

Oo'er
grand,lively
, amazin'
Place!

Us , me and
everyone.

It's gid tae be
here 'n folks
take
responsibility

Aye ah'll
dae it yince
Jings ah
didnae ken
that.



4

It's what ah dae eh?

We ken this
place and get
whit it's aboot.

Get tae ken a'
the folks here
and whit thae
dae.

Loads o' stuff
going on, new
ideas an 'a.

Gie us a' a
chance, take
responsibility.

Sort oot whit
there is, make
it available.

Get folk tae
dae things the
gither.

Whit wis it
that worked,
even better
next time.

Feedforward....coaching

- **Letting go of the past**
- **Listen to suggestions without judging**
 - **Learn as much as you can...**
 - **Help as much as you can...**
 - (no, but, however...)

Your community is a' aroon'.....

