

Seeking answers to learning questions

Seeding & harvesting (more planned)

1. Design aspects of the programs as 'experiments' to answer learning questions
2. Establish Communities of Practice around learning questions
3. Collect monitoring data with a view to investigating learning questions
4. Conduct formal research to answer learning questions
5. Use thematic reviews or evaluations to examine specific themes of program activity
6. Use evaluations (ie, include in ToR that evaluator must identify and document learning related to specific learning questions)

Foraging & gathering (more opportunistic)

1. Encourage curiosity among staff (ie encourage staff to take note of and try to make sense of unexpected results, unusual outcomes, etc.)
2. Introduce staff to tools of reflective practice (eg 'After Action Review', critical thinking, etc)
3. Create networks and Communities of Practice to encourage dialogue, discussion and sharing of ideas
4. Gather informal stories and anecdotes (eg, discuss interesting stories from the field during staff meetings)
5. Collect and examine 'Stories of Change' for new insights
6. Examine monitoring and review data for new insights
7. Use formal learning events to encourage dialogue, discussion and sharing of ideas (eg, retreats, workshops, seminars, symposia)

