

The Colorado Springs Health Foundation is pleased to announce a *pilot* initiative:

## 2019 Learning Collective: Grow Your Culture of Learning

*How can your organization make a bigger difference for/with the people you serve?*

*How can your organization use learnings to inform strategy and programming?*

*How can you best adapt to new challenges and innovative along the way?*

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**What is a Learning Collective?** A group of organizations that come together to learn and increase their impact.

**What is the focus of this Learning Collective?** Participating organizations will learn the theory and the practice of learning culture— what it is, why it is important, and how it can make a big, positive difference in your work.

**What are the goals?** The main goals for participating organizations:

- Understand, design and implement the principles and practices of learning culture, to include the application of evidence-based practices
- Promote new ideas and adaptability to strengthen programs, understand impact and motivate stakeholders
- Engage staff, volunteers and clients in the process of continuous learning and process improvement
- Make a bigger difference for and with the people you serve!

**What will we learn?** Topics will include: using evidence to inform strategy and programming; creating opportunities for learning and reflection; establishing processes and procedures to support a culture of learning; and building staff and volunteer engagement in a learning culture.

**Who will facilitate?** Colorado Springs Health Foundation's evaluation partner, Vantage Evaluation, will facilitate the Learning Collective with up to 10 health-related organizations.

**What is required of a participating organization?** The Learning Collective will take place from mid-August through December 2019 and will require approximately 84 hours per organization. Participating organizations commit to:

- Two people participate from each organization, one of whom must be a senior staff person. These two people attend two half-days and three full-days of programming plus homework between meetings.
- The Executive Director participates in the first and last half-day sessions plus a separate 2-hour session.
- The Development Director (or whomever fills that role) participates in the first and last half-day sessions plus a separate 2-hour session.

**Schedule**

| <b>Date &amp; Time</b>                    | <b>Description</b>  | <b>Who should attend?</b>   |
|---|---|---|
| Thursday<br>August 29<br>8:30 am-12:30 pm | What is a culture of learning and why is it important?                              | -Two participating staff members<br>-Executive Director<br>-Development Director (or whoever fills that role)   |
| Wednesday<br>Sept. 25<br>8 am – 4 pm      | Understanding your programming and identifying learning priorities                  | Two participating staff members   |
| Thursday<br>October 24<br>8 am – 4 pm     | Collecting evidence to inform your learning priorities                              | Two participating staff members   |
| Thursday<br>November 7<br>10 am – 12 pm   | What nonprofit leadership needs to know about a culture of learning                 | Executive Director  |
| Thursday<br>November 7<br>1 – 3 pm        | What development staff need to know about a culture of learning                     | Development Director (or whoever fills that role)   |
| Thursday<br>November 21<br>8 am – 4 pm    | Making the best use of learning and reflection; Strategies to increase staff buy-in | Two participating staff members   |
| Tuesday<br>December 17<br>8 am – 12 pm    | Bringing it all together  | -Two participating staff members<br>- Executive Director<br>- Development Director (or whoever fills that role) |

**What organizations are eligible to participate?** Organizations that are doing health-related work in El Paso or Teller Counties. Applicants do not need to be a current or former CSHF funded partner. Applicant organizations can be large or small, and be anywhere on the continuum of developing their cultures of learning.

**How does an organization participate?** Organizations must apply to participate, and space is limited. Applicants will be selected based on the strength of their applications and our desire to create a diverse cohort of participating organizations.

- May 16: Applications made available on CSHF website (electronic application)
- June 10: Applications due at noon
- June 28: Applicants notified of selection status

Organizations that fully participate will receive a \$3,400 grant in acknowledgment of their time and effort.

**Questions?** Contact CSHF staff with any questions or for more information: [info@cshf.net](mailto:info@cshf.net) or 719-985-8989