



Do you belong to a voluntary or community organisation working in Greater Manchester?

Looking to develop either yourself or a member of your organisation?

Then why not take advantage of one or more of the free opportunities available to you through iLearn?

Through iLearn you can gain insights into new ways of working or develop additional skills to see you through the difficult times ahead. iLearn gives everyone from the voluntary, community and faith sector across Greater Manchester access to informal learning opportunities. It uses the wealth of talent and experience already available in the sector. iLearn helps workers and volunteers to improve their skills by using a variety of informal methods - matching people looking to learn with people willing to help them. Methods of learning available through iLearn are coaching and mentoring; work-shadowing and action learning sets.

Coaching and mentoring

Within the sector across Greater Manchester there are a number of very experienced workers and managers who have a wealth of knowledge about their roles and the sector as a whole. To compliment this experience iLearn has also run some accredited training for first line managers to improve their coaching skills. These two factors combined mean there is a pool of coaches available to iLearn with a wide variety of skills and experience. iLearn will match a coach with a potential learner.

Mentoring can also be arranged where this type of relationship is more appropriate. Mentoring may well be less task specific and more focused on personal development.

iLearn could give you access to qualified and experienced coaches in a number of topics of interest to the voluntary, community and faith sector, including:

- **Adult learning.**
- **Marketing.**
- **Organisational development.**
- **Financial management.**
- **Funding.**
- **Human resources.**
- **Monitoring and evaluation.**
- **I.T.**
- **Health and social care.**
- **Strategic management.**



Work shadowing

Work shadowing placements are less time intensive, but offer an invaluable opportunity to see first hand how other people go about work similar to your own. If you are new in post, or just looking for some fresh ideas, an afternoon in the company of a colleague can be just what you need to ignite your imagination.

'Gertrude came in to shadow me for a few hours and has helped me promote an event we did for LGB&T refugee and asylum seekers. She is planning to come in again next week to see what else we might do together, so I think it's been really useful.'

Adam Winter, LGF

Some recent work shadowing placements include :

- **Looking at new ways to do project management.**
- **Getting ideas for running programmes of training.**
- **Newsletter production.**
- **Managing volunteers.**

Action learning

Members of an Action Learning Set examine in some detail a work related issue and try to reach a solution. They ask searching questions and make positive suggestions using their experience and knowledge. The key element of action learning is that solutions are found through discussion with peers, and that once a possible solution is identified, action is taken to remedy the problem. Sets could be based around a work place, geographical location or particular theme. A number of Action Learning Sets are already up and running around Greater Manchester, and they have covered topics such as:

- **Practical solutions to IT problems.**
- **The role and sustainability of networks.**
- **Use of plain English in written communications from a Council for Voluntary Services.**

'The support and facilitation we have had for our Action Learning Set from iLearn has been excellent and we have developed some excellent solutions as a group. We would thoroughly recommend Action Learning as a tool, iLearn as a project and Stuart Vaughan as a facilitator to any other infrastructure organisations across Greater Manchester.'

Saskia Ritchie, Bolton CVS

To find out how you or your organisation could take advantage of the possibilities offered through iLearn, contact:

Stuart Vaughan at Tameside Third Sector Coalition (T3SC)

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Website: www.gmvss.net/iLearn

Some of the organisations that have benefited so far are:

- **Creative Hands, Hulme.**
- **Hyde Bangladeshi Welfare Association.**
- **Family Info Link, Stockport.**
- **East Audenshaw Residents Association.**
- **Bolton Community and Voluntary Services.**
- **Groundwork NW.**
- **CVS Rochdale.**
- **Manchester Council for Community Relations.**

