

Are you developing and facilitating collaborative learning, research, improvement and action initiatives?

**Ask yourself these 10 key questions:**

**1: Have you got the necessary level of commitment and 'buy-in' you need from senior management?**

**2: Is your starting point building trust, respect and common understandings across the partnership?**

**3: Are people learning to listen to each other so that more difficult discussions can follow?**

**4: Are you bringing together problem-solving tools with data/evidence to set challenges?**

**5: How can existing data be used to persuade decision-makers of the need to change?**

**6: Are you empowering staff teams to challenge policies and services themselves?**

**7: How can you create time and space for partnerships to 'wrestle' with the complex issues they face?**

**8: Are you building relationships in 'the system' that will support an empowering approach in the longer-term?**

**9: Have you got the support you need as facilitators to work effectively together for change?**

**10: Collaborative change processes need to keep evolving, so are you thinking ahead already?**

Discover more in the Beyond Action Learning report  
[whatworksscotland.ac.uk](http://whatworksscotland.ac.uk)

