



Te Rau Ako

Learning & Development Strategy

Nāu te rourou, nāku te rourou ka ora ai te tangata

With your contribution and my contribution, we will nourish the people.

Approved: November 2022



TE The
RAU Meaning numerous or many,
stem or leaf
AKO Being the reciprocal process of
teaching and learning

Te Whakatakinga

Introduction

Learning and development are integral to supporting people to be effective in their roles, whether directly or indirectly, caring for patients and the health system.

Pegasus Health is a learning organisation, with many of its founding programmes being anchored in providing high-quality educational initiatives. Learning and development are a part of who we are and how we work.

Over the years, Pegasus Health has championed high-quality education as a means of supporting behaviour change of clinicians, to improve patient care, equity, and influence the health system, supporting our place and people within our community.

Developing our people and offering high-quality learning opportunities supports our role and purpose as an organisation – *together making Canterbury the best place to receive and provide primary care so that all people living in Canterbury lead healthy lives*. It ensures we are working towards achieving health equity, and supports *Our Waka*, making Pegasus Health a great working environment. Our people are at the heart of our success.

This strategy outlines principles to guide our learning and development.



Te Pūtake

Purpose

The purpose of the Te Rau Ako Learning and Development Strategy is to outline the principles that guide learning and development opportunities being offered and received at Pegasus Health.



Ngā Whainga

Goals

The goals of the Te Rau Ako Learning & Development Strategy are to:

- » Ensure a consistent quality standard for our learning and development informed by best practice adult learning principles
- » Provide oversight and create connection and visibility across learning and development
- » Support initiatives to improve health equity and culturally sustaining care
- » Support opportunities raised through *Our Waka* for individuals (me), teams (we), and the organisation/system (us)
- » Support employees, workforce development and retention
- » Be able to demonstrate impact, monitor and report on our learning and development initiatives
- » Foster a culture of lifelong learning and growth, enabling us to adapt to changing needs
- » Support a sustainable, successful organisation, preparing our people for the future.



What is learning and development at Pegasus Health?

A simple definition is:

- » **Learning:** acquiring knowledge and skills
- » **Development:** applying, broadening, and deepening knowledge

Pegasus Health's approach to learning and development is based on blending learning by doing, coaching, feedback, reflection, along with structured learning programmes.

Most learning is by doing: Hands-on experience enables discovery; the ability to refine job-related skills through practice; make decisions; address challenges; interact with others; and apply learning from structured programmes.

Some of our learning is through coaching | feedback | reflection: learning from others through observation, building relationships and working with others, coaching, webinars, books and articles.

A small portion of our learning is through structured programmes: workshops, and courses (including online) which are only effective if we apply that learning on the job.

As adult learners, reflection and application of what we learn is critical. We tend to remember the project that we completed, we remember and recall the coaching conversations that influenced us, rather than the lecture that we attended where we heard about the process.

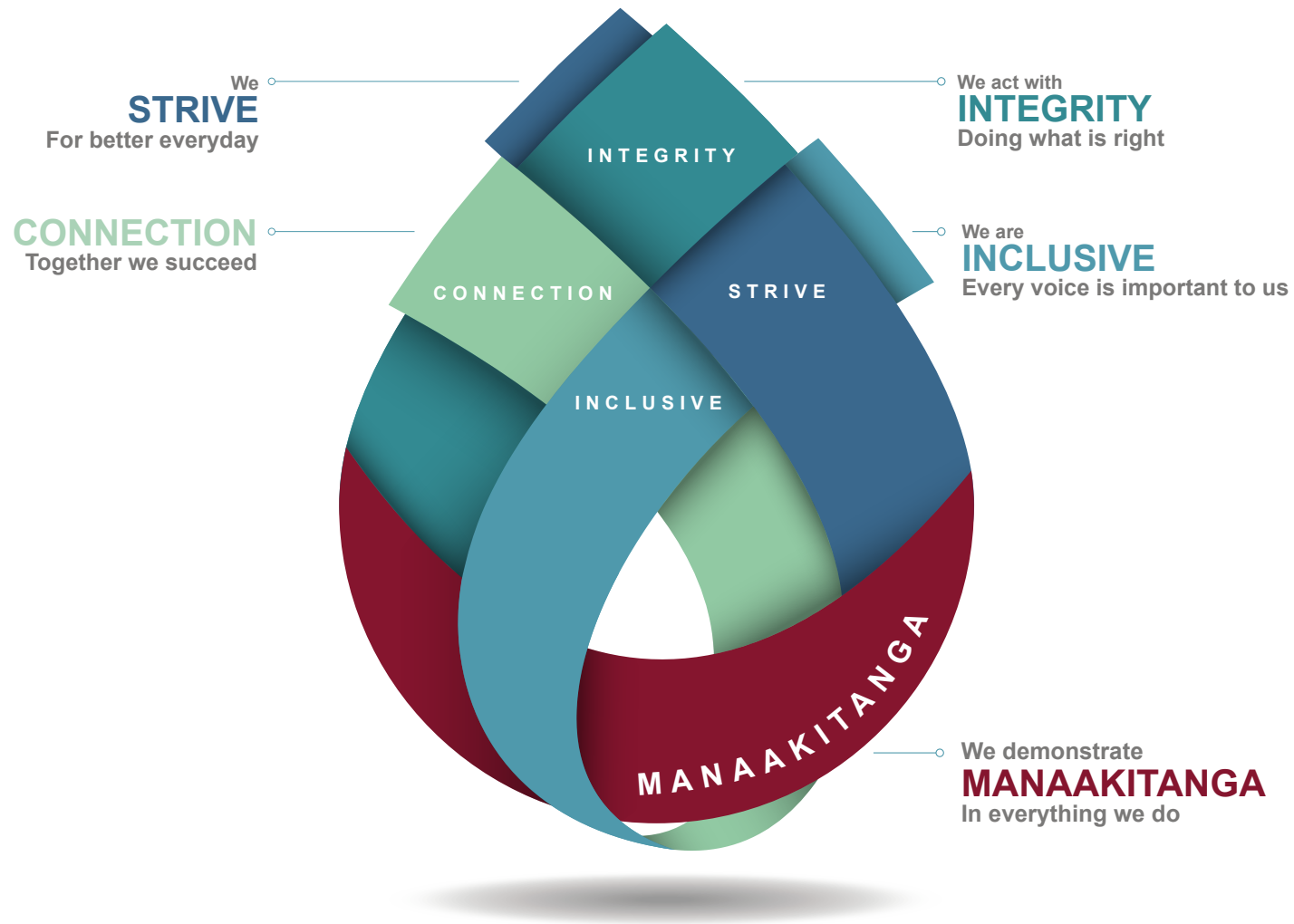
Lifelong learning through our experiences enables us to adapt and evolve as the health system around us changes.

The ways we learn and develop are individual, and will vary and change depending on the information presented. One size or style does not fit all, however, using our value-based principles to guide our learning and development will ensure we can align our individual, team, workforce, and organisational goals.

Ngā kaupapa matua

Principles

Learning and development initiatives support Pegasus Health's values, purpose and role



We demonstrate manaakitanga in everything we do

Our learning and development is underpinned by manaakitanga – care and respect for ourselves and being the best we can be in our roles to support our people.

We respect multiple ways that our people learn and develop.

Connection, together we succeed

Learning and development initiatives connect our people (whanaungatanga).

Learning and development opportunities support relevant professional body requirements for practice.

Opportunities are visible to all of our people.

We strive for better everyday

Learning and development initiatives enable us to thrive in our roles and careers.

Our learning and development will be of high-quality and value.

Learning and development supports professional development needs.

Our learning and development opportunities support, develop, influence change behaviour for good.

We act with integrity, doing what is right

Lifelong learning is a shared individual, team, and organisational responsibility.

Learning and development initiatives support best practice in primary care.

Learning and development initiatives align with relevant Pegasus Health policies and strategies.

We are inclusive, every voice is important to us

Learning and development initiatives support cultural awareness, cultural competency, and sustainability, including consideration of:

- » Te Tiriti o Waitangi principles
- » Areas of health inequity
- » Relevance and application in the Aotearoa New Zealand context

Pegasus Health invests in its people to grow, ensuring everyone has opportunities.

Pegasus Health supports the development of our future health workforce, one that reflects diversity and meets the needs of our community.



Te Rau Ako

Learning & Development Governance

The following groups have responsibility for implementing and supporting the Te Rau Ako Learning & Development Strategy.

Governance Group

- » Sets the approach and quality standards
- » Provides leadership, expert advice, collaborative and aligned recommendations to the Strategic Leadership Team
- » Monitors outcomes, undertakes proactive planning and refines the Te Rau Ako Learning & Development Strategy.

Operational Group

- » Reports to the Governance Group
- » Provides feedback and support to implement the Strategy
- » Undertakes prioritisation discussions for the Learning Management System (LMS) work programme from learning & development and equity perspectives
- » Supports education planning
- » Ensures quality control processes are upheld (FREd, 24 Hour Surgery, Nursing team).

Learning Management System (LMS) Product Steering Group

- » Reports to the Governance Group
- » Assesses learning priorities from digital capability and operational perspectives
- » Ensures development of the Te Rau Ako LMS fits into existing workflows for Digital Platforms, Communications and Events teams.

Links to strategies and key policies

[Governance Chart](#)

[Tō tātou ara rautaki: Our Strategic Direction](#)

[Equity & Population Health Strategy](#)

[Avoiding Commercial Bias in Clinical Decision Making](#)



Pegasus Health

401 Madras Street

Christchurch Central 8013

www.pegasus.health.nz

