

# Are You and Your Team Really *Engaging* in Continuing Professional Development (CPD)?

## Defining Attribute 1

**Please note:** Deb Hearle and Sarah Lawson are both practicing Occupational Therapists with a passion for CPD. This work is undertaken in our free time and our TRAMmCPD resources which include the TRAMm Model, TRAMm Tracker and TRAMm Trail (TRAMmCPD) are downloadable *free of charge* from our [web-site](#) for use by anyone who needs to engage in CPD. Our work is protected by a [Creative Commons licence](#), therefore you are free to share the material, provided you attribute it to us; you may not use any material for commercial or financial gain.

Any proceeds from the sale of our book *Hearle, D; Lawson, S and Morris, R (2016) A Strategic Guide to Continuing Professional Development for Health and Care Professionals: The TRAMm Model* are used towards the further development of TRAMmCPD and [web-site](#).



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**Defining Attribute 1: CPD is self-initiated and undertaken voluntarily rather than as a result of a mandatory requirement.**

- Why have you attended this conference and what did you hope to gain?
- Does your workplace value and facilitate a culture of learning?
- How are CPD opportunities identified for you and your team?
- Are there mechanisms to assist you to plan your CPD strategy
- Are you aware when routine work becomes CPD (Hearle et al, 2016)?



Are you ready to engage in your CPD? Evidence suggests that those who do not actively engage in CPD may not be ready to do so. This is difficult as it is a mandatory requirement for us to do so. Have a look at the following article and see if some of the issues resonate with you.



Penman, M (2014) Do we have what it takes? An investigation into New Zealand occupational therapists' readiness to be self-directed learners. Available on line@ <http://oatd.org/oatd/record?record=handle%5C%3A10523%5C%2F4596> [accessed 25 June 2016]

It may be that you are engaging in CPD but are not aware that what you are doing is in fact CPD. If this could be the case read Hearle et al (2015) or look at defining attribute number 3 for more information.

Do you value the professional development of staff within your organisation and encourage your staff to engage in CPD?

Learning organisations are those who truly value the development of their staff. They rely on this interplay between the development of the staff informing the development of the organisation. Garvin et al (2008) state that a learning organisation consists of employees who are proficient at creating, acquiring and transferring knowledge for the benefit of themselves *and* the organisation. Learning organisations are therefore able to adapt much more quickly to rapidly changing environments and situations. Senge (1990), a key author in the field of learning organisations, suggests that in order for organisational learning to take place, attention must be given to providing the right conditions.

For more information on how to develop a learning organisation see the articles below:

June 2016



Edmondson A and Moingeon B (1998) From Organizational Learning to the Learning Organization. *Management Learning*. 29 (1): pp5-20

Garvin DA, Edmonson AC, Gino F (2008) *Is yours a Learning Organisation?* Harvard Business Review. Pp1-17. Available at: <https://hbr.org/2008/03/is-yours-a-learning-organization/ar/1> [accessed 25 June 2016]

Senge (1990) *The Fifth Discipline: The Art & Practice of The Learning Organization*. Currency and Doubleday. London

Wang, CL and Ahmed, PK (2003). Organisational learning: a critical review. *The Learning Organization*, 10 (1) pp. 8 – 17

Here at TRAMmCPD our own CPD journey continues, we continue to develop TRAMmCPD and are working to submit the results of the CPD Engagement concept analysis for publication. We are interested to hear your thoughts and ideas about what we have written. If you have any comments or queries please [contact us](#):

Email: [enquiries@TRAMmCPD.com](mailto:enquiries@TRAMmCPD.com)

Via our website: <http://www.trammcpd.com/contact-about-us.html>

Twitter: [@TRAMmCPD](#) [@SLawsonOT](#) [@HearleD](#)

**To download the full additional 'Are you and Your Team Really Engaging in Continuing Professional Development' information please visit <http://www.trammcpd.com/cpd-engagement.html>**

#### REFERENCES:

Garvin DA, Edmonson AC, Gino F (2008) *Is yours a Learning Organisation?* Harvard Business Review. Pp1-17. Available at: <https://hbr.org/2008/03/is-yours-a-learning-organization/ar/1> [accessed 25 June 2016]

Hearle D, Lawson S, Morris R (2015) *When Does Routine Work Activity Become Continuing Professional Development?* College of Occupational Therapists 39<sup>th</sup> Annual Conference & Exhibition 30 June- 2 July 2015, Brighton p 112

Hearle D and Lawson S (2016) *Are You and Your Team Really Engaging in Continuing Professional Development (CPD)?* College of Occupational Therapists 40<sup>th</sup> Annual Conference & Exhibition 28 - 20 June 2016, Harrogate p 135

Hearle D, Lawson S, Morris R (2016) [A Strategic guide to continuing Professional Development for Health and Care Professionals; The TRAMm Model](#). Keswick. M & K Publishing.

June 2016

Senge (1990) *The Fifth Discipline: The Art & Practice of The Learning Organization*. Currency and Doubleday. London