

Action Learning Groups

Ways of working guide



The YIELD Hub Collective Action Learning Cycle is committed to making Action Learning Group participation a safe space and mutually beneficial process for everyone, both online and offline. We ask that all Action Learning Group participants uphold these agreements during and after participation in Action LearningGroup-related activities.

Principles for Action Learning

Because our work is change-oriented, there is no doubt that tensions and disagreements may surface in the course of our work together. In cases where disagreements arise, we agree to take care to,

- Actively listen and understand before formulating a response
- Assess and critique the idea, not the person
- Ask probing questions to enable group members to work through their problem statement
- Be open to the process, come prepared and ready to share and engage with the group.
- Be conscious of power and authority where every member of our action learning group has autonomy and equal rights.

VALUES

BEHAVIOUR (Orientation & Attitude)

Power sharing

We are conscious of power and authority. Our structures and communication support meaningful involvement and decision-making to enhance mutual accountability. Every member of our action learning group has autonomy and equal rights. Their experiences, expertise, and agency is recognized and appreciated.

Co-creation & joint ownership

We work together to create new resources and encourage our members to share resources, policies, other materials and tools to ensure effective action learning and collaboration.

Collaboration & Coordination

We actively encourage sharing new learnings and experiences, developing joint initiatives and activities as part of the outcomes of action learning cycles.

Mutual reflection & Learning support

We encourage learning from each other's work experiences and invite members to share what they can offer (e.g., knowledge, networks, skills, resources)

Diversity & Inclusion

We are conscious of diversity and inclusion. We work to ensure all our activities and structures are representative of our members and, in particular, ensure accessibility, inclusion, and participation of young people within our action learning cycles.

Communication & Feedback

We believe that clear communication is vital. Thus, we work to ensure transparency across all platforms and encourage our members to respond to communications and share feedback for continuous improvement.

No Harassment

Our online and offline work is a harassment-free experience for everyone, regardless of gender identity and expression, age, sexual orientation, disability, physical appearance, race, ethnicity, religion (or lack thereof), or technology choices.

The Yield Hub Principles

The Hub is built around eight main principles that bring together the why, what, and how of operations:

PRINCIPLES

ORIENTATION

Thematic approach

The Hub focuses on youth partnership in comprehensive Adolescent and Youth Sexual and Reproductive Health and Rights.

Process over product

The Hub prioritizes process over product, with 80% of Hub's effort focused on generating and activating new collective field-building knowledge.

Youth-centered & youth-led

The Hub centers and partners with youth, such that young people have clear pathways to participate in and influence decision-making at all levels.

Evidence-based

The Hub builds on the YIELD project and related research, recommendations, and a Theory of Change.

Cross-stakeholder

The Hub is an inclusive neutral space for young people, researchers, implementers, and funders to share and make youth partnership in AYSRHR a normative practice.

Iterative

With a field-building mission, the Hub will be collectively owned and continuously iterate in response to stakeholder wants and needs.

Power-sharing

The Hub will be a space where all stakeholders openly and collectively learn and demonstrate how to share power.

Time-bound

The Hub is collectively owned (hosted by Rutgers), with a 7-year time horizon to achieve its goals

Conclusion

Discriminatory statements and actions that violate the YIELD Collective Action Learning Hub's ways of working, values, and principles will result in post or comment deletion from the Hub's learning platforms and the possible expulsion of an individual from the group online and physical spaces.

We hope that all members will endeavour to respect these ways of working.