



DIGITAL &
TRANSFORMATION

Action Learning Sets (ALS) for the Leading Innovations & Inclusion Academy

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How the ALSs Directly Support the Programme Specification

- They meet the requirements to use Action Learning methodology to improve confidence in innovation
- They Support ADASS work-based project development and delivery
- They integrate digital, innovation, research and inclusion principles
- They align with regional priorities incl. discharge, falls, digital front door, prevention
- They aid the development of a sustainable alumni network and communities of practice – Leading Innovations & Inclusion
- They connect to masterclasses and the wider ecosystem

About the Action Learning Sets (ALS)

Each ALS includes:

- Purpose
- Core activity structure (problem exploration > questioning > action commitment)
- Tools used (e.g., journey mapping, prioritisation matrices)
- Outputs that feed into the programme's mentoring and innovation project pipeline.

Action Learning Set (ALS) Journey Map



ALS 1 – Defining the Real Problem

Purpose

Participants translate broad system pressures into specific, solvable innovation challenges that align with Hackathon themes such as:

- Avoidable escalation
- Fragmented journeys
- Remote Care
- Digital exclusion
- Assessment delays
- Falls prevention

Activity Story Circle

1. What's really getting in the way?

Participants share short examples from their service.

2. Problem Reframing Toolkit – Turn stories into *How might we...* statements

How might we help people maintain independence after hospital discharge without dependency?

3. Root Cause Analysis (5 Whys)

4. Challenge Prioritisation Grid

High impact / low effort quick wins are selected for innovation project focus.

Outputs

- One defined challenge statement per participant
- Input to Select Work-based Project for the programme

ALS 2 – Mapping Current State & Identifying Opportunity

Purpose

Support participants to understand service failure points and where innovation can unlock improvement.

Create a Personas Pack

(Adults with multiple needs, carers, digitally excluded individuals, etc.)



Journey Mapping Exercise

(Example journeys to analyse: Hospital discharge using predictive tech - Hackathon Outputs - Self-serve digital referral front door Post-fall support and adaptation journey)



Pain-point "heat-mapping"



Where prevention could have worked earlier

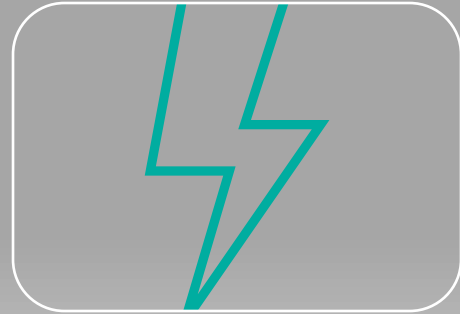
Outputs

- A full "AS IS" journey and pain-point map
- Clear list of potential opportunity areas

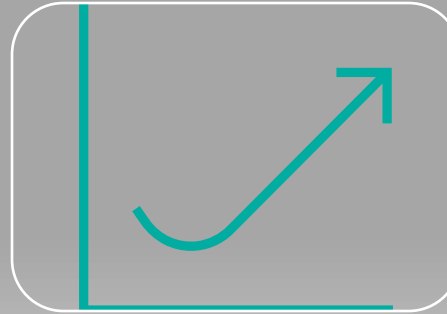
ALS 3 – Innovation Options & Early Prototyping

Purpose

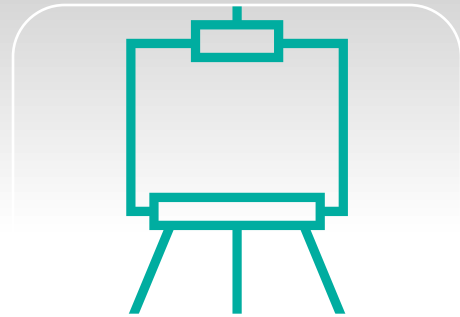
Generate creative but realistic service-level innovations that participants can test in their workplace.



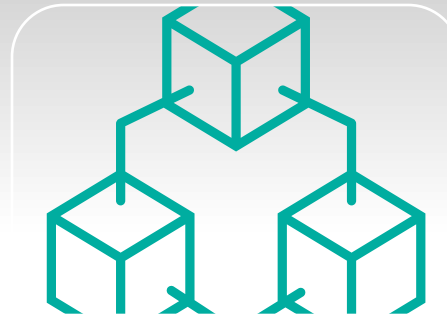
Lightning Brainstorm
– 30 ideas in 10 minutes



Use Hackathon Win-Win prompts



Prototype Canvas



Peer Review

Outputs

- One prototype model per participant
- Clear early test they can run in the next 30–60 days.

ALS 4 – Making It Work in the Real World (Systems, Barriers & Dependencies)

Purpose

Ensure innovation projects are realistic and deliverable in complex ASC environments.

Barrier Prediction Workshop

Using prompts:

- What assumptions does this rely on?
- Who might block or resist this?
- What governance or tech constraints exist?

System Integration Mapping

- For predictive discharge tools > responder services, family notifications, analytics teams
- For digital front door > LAS / MOSAIC integration, triage logic, explainers

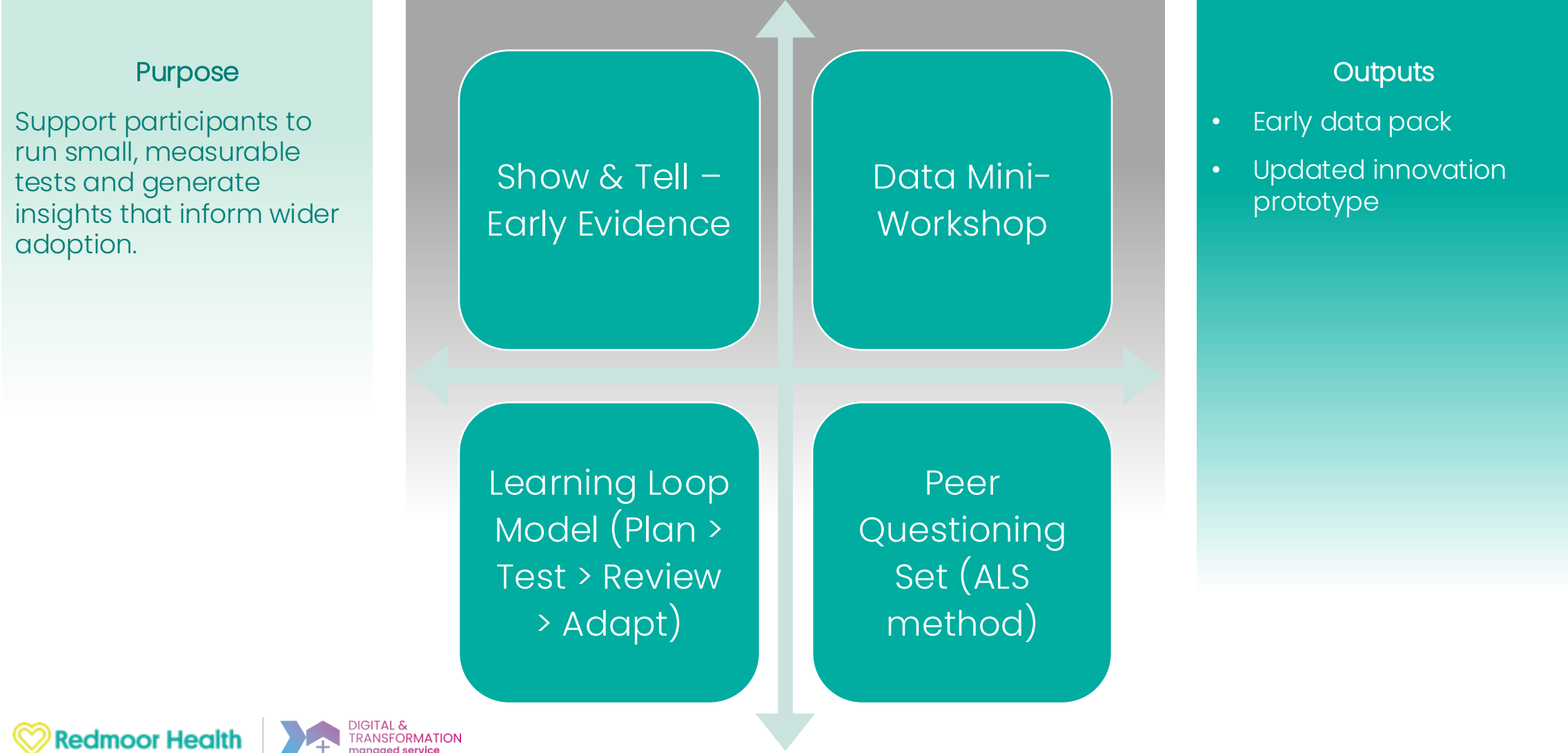
Minimal Viable Test Planning

- What can be safely tested in 30 days

Outputs

- Implementation risk / barrier log
- System dependency map
- 30-day test plan

ALS 5 – Testing, Data Collection & Learning Loops



ALS 6 – Embedding, Spreading & Scaling

Purpose

Prepare participants to embed change and contribute to the alumni community

Scale
Pathway
Mapping

Storytelling
for Influence
Workshop

Draft Case
Study
Templates

Commitment
Session

Outputs

- Completion of workplace innovation project
- Draft case study for regional sharing
- Plan for ongoing ALS participation post-programme



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Next Steps

