

## **An Announcement: Expanding the reflective learning community: the birth of ‘Associazione per lo Sviluppo dell’Apprendimento Riflessivo’**

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The aim of the ‘Associazione per lo Sviluppo dell’Apprendimento Riflessivo’, (Reflective Learning – Italy) is to spread and develop reflective learning principles and processes, by adopting a participatory and appreciative approach, in order to: disseminate and support a culture of people-life quality; enhance livelihoods; improve working life and workplaces; enhance individual, professional and organizational performance and encourage service development in public and private sector organizational contexts.

One of the ambitions of RL-Italy is to seize the opportunity to engage in *reflective learning capacity building*. Within an Italian context, there is a genuine need to develop research, training and consultancy work, with a range of local institutions, such as health care providers, educational establishments and in vocational guidance that adopts an integrated and holistic approach to improvement at all three levels of organizational life. They are;

- the *governance* level, at which innovative visions and strategies have to be creatively matched with the existing formal structures, norms, regulations and official programmes;
- the *organizational culture* level, requiring specific capabilities in terms of participation enhancement, communication development and the cultivation of practice communities;
- *people’s care* level, hinging on motivation, evolutionary regeneration of competencies, empowerment and ethical commitment.

Reflective envisioning and a range of appreciative approaches are the core of RL-IT’s competitive advantage. These help individuals and organizations seize important opportunities to reflectively enable them to develop appreciative workplace cultures and bring out the best in people.

RL-IT puts much effort in promoting new activities and networks at an international level. It also has a creative and mutually supportive synergy with RL-UK. Among RL-IT’s initiatives is work with global agencies (such as the World Bank, under whose auspices a long lasting activity strand is taking place in the field of action research within a number of countries) and work with the Italian Government and local Governments, that promote EU-sponsored modernisation projects in different areas of economic and social life.

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### Some of our publications

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### Links

- <http://www.reflectivepractices.co.uk> – Reflective Learning–UK website.
- [http://formazione.formez.it/webmagazine/fec\\_2008-05\\_06.html](http://formazione.formez.it/webmagazine/fec_2008-05_06.html) – web magazine, *Formazione & Cambiamento* [Training&Change].
- <http://www.poilab.tk> – laboratory thesis on sociology of change and innovations, University Sapienza of Rome.
- <http://reflectivelearning.it> Reflective Learning Italy website (under construction).