

Providing Support & Resources

- Suitably talented presenters (not lecturers) who may have a training qualification or depth of subject knowledge; more importantly they will be able hold attention and stimulate real interest. Subject knowledge might be provided by a co-presenter supporting discussion or questions.
- Explore the potential for special interest groups, Lodges and Chapters. University and 'Light-Blue' Clubs may be receptive channels of interest and support.
- Consider the opportunities and potential for acquiring audio-visual equipment to support presentations and of using distance-learning e.g. Go-To Meetings /Webinars.
- Identify the need for local learning materials to complement those provided by **Solomon**. These may reflect local history, traditions and interests. Consider adopting a style and format similar to **Solomon** and a local online repository that parallels **Solomon**.

Working Together

The UGLE L&D Programme Team has a dual role:

- Developing **Solomon** as an effective and responsive learning repository, and
- Supporting Provinces.

Both require a collaborative relationship. We hope that Craft and Royal Arch Provinces will appoint a 'lead' with whom we can correspond, offer and seek support.

Solomon

We wish to avoid bulk contributions of material preferring to commission content to address user feedback and obvious omissions or gaps. A 'Content Development' guide will be introduced to **Solomon** early in 2019 to help contributors to submit in the **Solomon** 'style'. We shall welcome the help of Provincial Leads to signpost material and potential authors.

Supporting Provinces

The 'Support & Promote' section of **Solomon** offers resources for Provinces.

We recommend that Provinces develop mutual support networks within their Regional Communications Group areas (RCGs).

The Programme Team anticipate an annual event for 'Provincial L&D Providers'.

Reference Material

Section Three of **Solomon** contains material for Provinces. These are organised into the following Modules:

- Introducing Learning and Development
- Creating a Provincial Plan
- Promoting and Delivering Learning
- Launch Event Resources



UNITED GRAND LODGE
OF ENGLAND



*Fostering Curiosity
Developing Understanding*

Support and Promote
Learning and Development

**A Quick Start Guide for
Provinces**



SUPREME GRAND CHAPTER
of ROYAL ARCH MASONS
of ENGLAND

Learning & Development (L&D)

Benefits

- Meet members' expectations and wishes.
- Enhanced enjoyment and interest.
- Improved understanding and performance of ritual.
- More engagement, better attendance and retention.
- Members able to speak confidently and more knowledgeably about Freemasonry.

Key actions for Provinces

- Ensure L&D is a key part of member development.
- Promote learning as a key component of Lodge and Chapter programmes.
- Give practical support to learning activities.
- Recruit and develop presenters with excellent communication skills.
- Promote **Solomon** for both personal study and presentation purposes.
- Provide a conduit of feedback and support to the UGLE L&D programme.
- Develop locally relevant materials to complement **Solomon**.

Solomon

- is UGLE's new online searchable repository.
- provides 'Nuggets', presentations, papers, demonstrations and quizzes
- offers practical guidance for Provinces to plan and deliver learning support
- depends on Provinces to support and promote its use in Lodges and Chapters.

Strategy & Planning

Recognise Masonic learning as a key aspect of member development; that Masonic learning is for everyone not just new members; that each member should be encouraged and supported along his own personal journey into Freemasonry.

Align L&D with other member development e.g. learning and delivering ritual, role training, and leadership development.

Develop L&D alongside and inter-twined with the Members' Pathway and mentoring.

Where appropriate adopt a joint Craft/Royal Arch approach.

Consider the benefit of L&D to external communications and relations.

Key Steps:

- Review and revise your existing strategy and provision.
- A SWOT analysis will help clarify needs and opportunities.
- Ascertain member needs and wants and evolve programmes to address these.
- Consider existing provision and how this might be adapted and developed.
- Define key roles to support and deliver your Plan.
- Prioritise developing a team of presenters.

Promoting L&D

- Plan your implementation.
- Lead and support from the top.
- Define key messages.
- Promote needs-based programme planning.
- Stimulate and build on "bottom up" interest.
- Work with the willing; select pilot Lodges and Chapters.
- Anticipate apathy and resistance to change.
- Avoid terms with negative connotations e.g. lectures and talks.
- Go for a phased approach: e.g. 'Nuggets'; build your presentation team; promote presentations and demonstrations.
- Profile 'Nuggets' for early adoption. They should be an easy/quick win.
- Expect that **Solomon** presentations are given by a 'Province-appointed' member.
- The success of presentations and demonstrations depends on the presenter offering a stimulating, fresh approach with audience participation.

Access Solomon from here:

solomon.ugle.org.uk

