

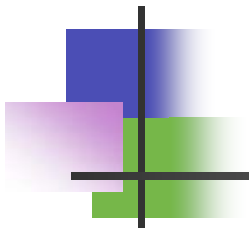


# COBRA Quality Improvement Committee

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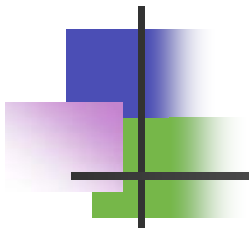
Peer Review - Peer Learning

August 1, 2007



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How do you define  
peer review?



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Is there a peer  
review process in  
your program?



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How does it work?



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Do you find it  
beneficial?

If so, in what ways?



# Adult Learning Theory

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- Adults have a need to know why they should learn something before investing time in a learning event.
- Adults have an image of themselves as self-directing, responsible grown-ups.
- Adults have wealth of experience and a great deal to contribute.
- Adults more willing to learn that which helps them cope with daily life effectively.
- Adults willing to learn those things that they believe help them perform a task or solve a problem.
- Adults are more responsive to internal motivators such as increased self-esteem than external motivators such as higher salaries.



# Key Adult Learning Principles

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- Readiness
- Experience
- Autonomy
- Action



# Autonomy

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- Adult learners understand best if they take charge of their learning.
- Adult learners like to participate actively and contribute toward their learning.



# Ways to Apply Learning Theory

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- Create opportunities for case management staff to share their unique ideas, suggestions, solutions and examples
- Solution and critic teams
- Role plays



# Benefits

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- Encourage positive change
- Support mutual learning
- Support overall effectiveness



# Important for Supervisors:

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- Manage the process
- Set ground rules
- Foster interdependence
- Cultivate individual and group accountability