



Institute for **Outdoor Learning**

Information Pack



**Leading
Practitioner
LPIOL**

***Leader in the wider field of outdoor learning and
champion of good practice and innovation***



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Individual Accreditation

Recognising and encouraging good practice in Outdoor Learning

LPIOL Accreditation

Leading Practitioners of the Institute for Outdoor Learning (LPIOL) are champions of outdoor learning and have a depth of experience and evidence of influencing the wider sector beyond their workplace or specialist interest area.



A Leading Practitioner will have been involved in delivering Outdoor Learning for 10 years or more and is likely to have experience in the role of senior instructor, tutor, teacher, lecturer, youth worker, trainer, facilitator, head of OE, deputy / centre manager, etc.

LPIOL holders can be described by the attitude and approach they take to their role in Outdoor Learning. They will be an experienced APIOL holder who operates with a medium to long-term focus, anticipating and shaping the future. They engage in regular and effective reflective practice and are adept at creating new initiatives, enabling others and influencing people who may have different and complex agendas.

Benefits for Individuals

- Recognises your skills, knowledge and experience in shaping outdoor learning.
- Demonstrates your high-level professional approach.
- Helps you reflect on your driving values, career and future direction.

Benefits for Organisations

- Shows a commitment to national criteria in Outdoor Learning.
- Enhances and supports the career development of staff.
- Promotes the experience and expertise of the organisation.

Leading Practitioner of the Institute for Outdoor Learning

For IOL Members who are a	Leader in the wider field of outdoor learning and champion of good practice and innovation
Outdoor Ambassador	Displays a personal passion and enthusiasm for outdoor learning Influences and shapes practice at a regional or national level
Guiding Approach	Champions high standards of reflective and ethical practice Promotes responsible and sustainable use of the outdoors
Professional Practice	Uses critical reflection to continually develop Demonstrates an on-going commitment to and benefit from CPD
Designing Learning	Leads and innovates to extend the boundaries of outdoor learning Involves others in the planning, delivery and evaluation of learning
Facilitating Learning	Uses a range of styles to facilitate impactful and lasting learning Develops the expertise of self and others to deliver outdoor learning
Experience	An established Accredited Practitioner of the Institute for Outdoor Learning with a depth of experience and evidence of influencing the wider field of Outdoor Learning beyond their workplace or specialist interest area Has been involved in delivering Outdoor Learning for 10 years or more for example, senior instructor, tutor, teacher, lecturer, youth worker, trainer, facilitator, head of OE, deputy / centre manager, etc.
Involves	Recommended IOL Leadership Workshop. LPIOL Coaching to reflect on all aspects of your career so far and where you are going next
Fees	IOL Leadership Workshop (recommended) £200 for APIOL Members, £250 for IOL Members, £250 for AHOEC Members or £375 for non IOL Members LPIOL application with approved prior experience- £250 LPIOL application including IOL Leadership Workshop - £450

The LPIOL Mindset

A Leading Practitioner of the Institute for Outdoor Learning can be described by the attitude and approach they take to their role in Outdoor Learning. They will be an experienced APIOL holder who is active in the wider outdoor sector.

Some typical descriptions are:

- Operating with a medium to long term future focus
- Anticipating and shaping the future, scoping, creating new initiatives
- Influencing people who may have different and complex agendas
- Engaging in regular and effective reflective practice
- A catalyst, enabler, someone who gives to the wider field
- Meets the LPIOL criteria in their practice

The LPIOL Criteria

APIOL holders deliver good practice and influence those they work with every day. Leading practitioners also look for opportunities to reach out beyond the people they work with every day, into the region or across the sector in some way. The four LPIOL criteria ask for evidence of how practitioners disseminate and share knowledge and good practice widely and create lasting change.

INNOVATION - *extending what is known about outdoor learning, and/or an area of best practice, and making this knowledge and expertise available to the outdoor sector*

REFLECTION - *showing how personal, outdoor and societal values and ethical principles are demonstrated in your practice, and building reflective practice in others*

DEVELOPMENT – *contributing to developing high quality practice in and beyond your workplace, and helping other practitioners to develop their practice*

SHAPING and CREATING – *bringing people together, building bridges, brokering, managing conflicting interests and mobilising people to move the outdoor learning field forward*

LPIOL applicants may be employed by an organisation, work freelance or as a sole trader, or be volunteer. Their experience must involve having a positive regional influence, but it is not dependent on holding a management role within an organisation or on working in a specific sector of outdoor learning.

Most LPIOL holders are likely to have been in the outdoor learning sector for at least 10 years and will usually have been working at LPIOL level for 3 years or more.

Meeting The LPIOL Criteria

Below are some examples of meeting the LPIOL criteria. These are not obligatory, but they show the sort things that you could describe.

LPIOL Criteria	Examples include:
A. INNOVATION – Extend the boundaries of best practice	<ul style="list-style-type: none"> • Carrying out and sharing research • Writing articles, publications, creating videos • Delivering workshops or presentations
B. REFLECTION - Demonstrate high standards of reflective and ethical practice and motivate others to reflect	<ul style="list-style-type: none"> • Creating programmes or training events • Leading discussion on issues around values, ethics, challenges, developments • Sharing own critical reflections with others
C. DEVELOPMENT – Build and help the practice of other practitioners	<ul style="list-style-type: none"> • Providing expert tuition and/or coaching to others beyond those you normally work with • Facilitating workshops, making presentations • Setting up regional/sector processes
D. SHAPING and CREATING – Make a contribution to building the future of outdoor learning	<ul style="list-style-type: none"> • Active on committees / stakeholder groups • Raising funds to enable a new initiative • Co-ordinating or representing region/sector

IOL Leadership Workshop

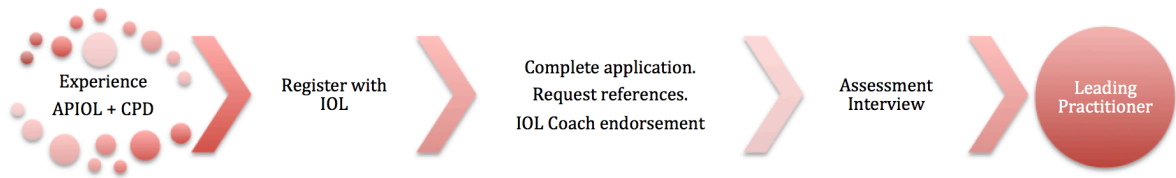
The IOL Leadership Workshop is a residential event designed to support senior practitioners in a new or expanded leadership role. It is a recommended foundation for those considering LPIOL accreditation. The programme includes:

- **Skills for leading, managing, influencing and decision-making**
- **Sharing your experience and learn from the experience and perspectives of other leaders** in the sector
- **Reflection on how your core values and beliefs** underpin your current work
- **Debating the impact** of what's happening in the wider outdoor sector
- **Using action learning and coaching** to gain solutions to current challenges
- **Exploring how you can positively influence outdoor learning** in your specific area of interest

The workshop provides an opportunity for senior practitioners of outdoor learning to share experiences, debate future challenges, enhance strategic leadership skills.

If you already have suitable experience you can move straight to LPIOL registration.

Pathway to Accreditation



The LPIOL Registration Form

To register for LPIOL applicants have to demonstrate ongoing reflective practice since APIOL and strategic leadership knowledge, experience and training (e.g. attendance at the IOL Leadership Workshop).

The LPIOL Full Application

Each persons full application will include:

- **IOL accreditation logbook** and development plan showing how your career has progressed, and the Continuous Professional Development (CPD) you have completed since you were awarded APIOL.
- **Personal statement** showing reflective practice and how your values have influenced your work, and the factors in society which have impacted your work.
- **Statements on the LPIOL Criteria** giving 2 examples for each criterion showing experience and leadership at LPIOL level. We are looking for evidence of:
 - Your personal responsibility within the project/example
 - The range of people you had to influence/work with
 - The concrete results of the project/your influence
 - How your contribution has influenced the wider outdoor sector
- **Supporting statement from a LPIOL Coach** endorsing your self-awareness and reflective practice in relation to the LPIOL criteria.
- **Three referees** who vouch for the accuracy of what you have written against the criteria and endorse the application.

Next Steps

1. Reflect on your experience and how well it matches the LPIOL mindset and LPIOL criteria
2. If necessary, complete some further development activities (e.g. work with a personal coach or attend the IOL Leadership workshop)
3. Register for LPIOL
4. Download the guidance from the IOL website and prepare your application

Developing the LPIOL Mindset

The following suggestions can help in developing your experience and ability to operate with a LPIOL mindset.

LPIOL holders demonstrate leadership experience with the following characteristics:

- Innovates, shapes, initiates forward looking plans/projects
- Reaches out to engage/influence beyond those they normally work with
- Influences change across region/sector
- Makes decisions based on an appreciation of the wider sector of outdoor learning
- Delivers concrete results attributable to own personal influence
- Creates conditions and opportunities for others to develop
- Works effectively in complex, unfamiliar and uncertain circumstances

You can help build this mindset by systematically asking questions like:

- What are the future implications of the situation I'm in?
- Thinking outside the box, what other areas might be affected by this, or have similar issues?
- What innovative ideas could be considered?
- What future focused action plan can I put in place NOW to anticipate future developments, shape the future and make the most of opportunities?
- What long term, wider issues in society will start to impact on this situation as it develops into the future?
- What seriously different ways of looking at this will we need to consider?
- What is my vision for how things could/should be in the future, and what is my action plan for getting there?

You can also use these questions to help you plan your own development:

- How might I develop into the future?
- Thinking outside the box, what other areas might affect me in the future?
- What innovative ideas could I consider?
- What future focused action plan can I put in place NOW to anticipate future developments, shape the future and make the most of opportunities?
- What long term, wider issues in society will impact on me into the future?
- What seriously different ways of looking at this will I need to consider?
- What is my idealistic vision for how my life could/should be in the future, and what would be my action plan for getting there?

Developing Your Experience

If you are looking to extend your experience to meet the LPIOL criteria, some of the opportunities you can look out for are:

Doing something new

- Writing an article for Horizons which makes your innovative practice available to other practitioners
- Getting involving running workshops at regional and national conferences
- Giving ACTIVE service on committees for your region or sector and helping to make things happen
- Looking out for a wider range of people to network with, so that you can help people in different parts of the outdoor sector to connect with each other.

Extending what you already do

- Turning an existing project, workshop or training course into something that creates lasting rather than one-off change
- Making something you are already doing in your workplace available to a wider range of practitioners
- Taking something you are good at and teaching others beyond your workplace how to do it
- Influencing up, to get people at regional or national level to take up something you have developed or believe in.

Working with a coach

Everyone in a leadership role can benefit from regular meetings with a critical friend who knows your goals and values, and can be a sounding board, help you reflect, and offer you supportive challenges to “think outside the box”.

- A personal coach helps you to develop professionally so you are ready to apply for LPIOL. They can be anyone you feel can help you develop personally in your career and gain evidence for LPIOL. For some people this might be a formal arrangement, for others it may be regular meetings with a valued peer, mentor or colleague.
- Your LPIOL Coach helps you reflect on your experience and refine your application to meet the LPIOL criteria. They must hold LPIOL.