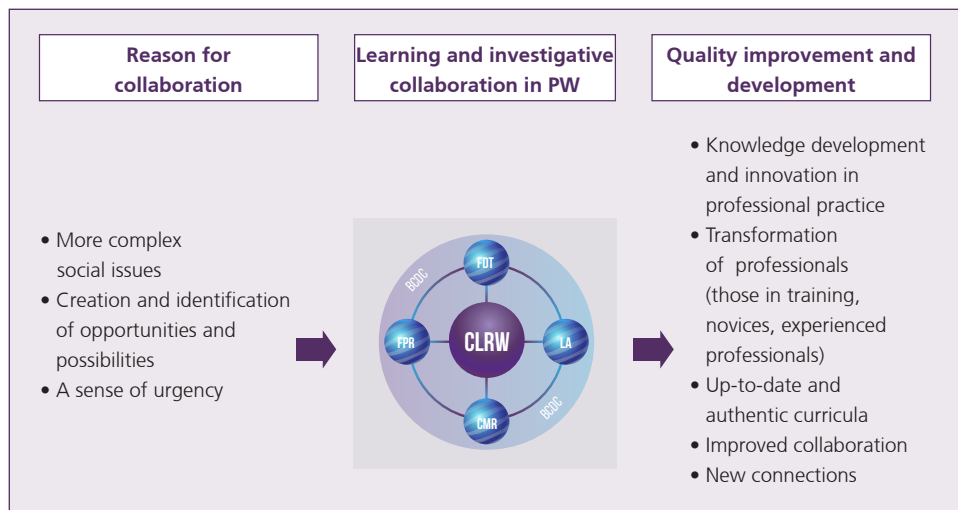


# PROFESSIONAL WORKPLACES

Professional Workplaces (PWs) are defined as being 'long-term collaborations between at least one higher education institution and a public organisation, which are physically situated in the professional field' (Moresi et al., 2019). These are authentic environments in which professionals, students, lecturers, clients and other stakeholders jointly learn, research and work with the aim of achieving continuous development of those involved, the environment and service provision.

PWs are created when the organisations involved view the collaboration as being of added value. The quality of PWs is expressed in the knowledge development and innovation of the professional field, in the transformation of the professional (in training) and in an authentic professional curriculum.



The model 'Collaborative Learning, Researching and Working in Professional Workplaces' (CLRW in PW) illustrates the core elements of a PW (Swennenhuis et al., submitted). These elements are continuously developing and mutually influence one another.

## REFERENCES

Moresi, S., Duinkerke, M., Swennenhuis, P., & Snoeren, M. (2019). Professionele Werkplaatsen: Lerend en Onderzoekend Samenwerken. [Professional Workplaces: Collaborative Learning, Researching and Working]. *OnderwijsInnovatie*.

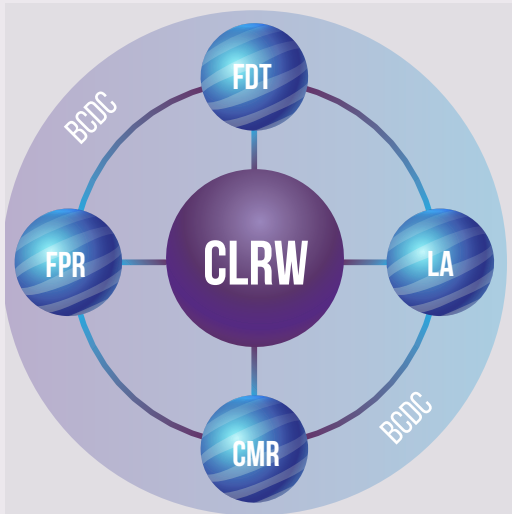
Swennenhuis, P., Moresi, S., Duinkerke, M., Bovens J., Quadackers, D., & Snoeren, M., (submitted). *Leren en onderzoeken in professionele werkplaatsen: de ontwikkeling van een theoretisch model*. [Learning and researching in professional workplaces: the development of a theoretical model].

## MORE INFORMATION

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# LEARNING AND RESEARCHING COLLABORATION IN PWS (LRC in PW)



## **CLRW**

Collaborative learning, researching and working

## **LA**

Leadership and autonomy

## **FDT**

Focusing and (re)designing together

## **FPR**

Freeing up people and resources

## **CMR**

Creating and maintaining relationships

## **BCDC**

Boundary crossing and development-oriented culture

**CLRW:** Collaborative Learning, Researching and Working is the primary process of all the stakeholders of a PW. Stakeholders such as professionals, students, lecturers and clients learn from and with one another, from and during the work.

**BCDC:** A development-oriented culture in which it is considered important to cross boundaries on a personal level and to surpass the boundaries of the own organisation and profession. This demands a common set of values, opinions and actions between people and organisations.

**LA:** Distributed and shared leadership and professional autonomy create ownership, participation and engagement. Equality, trust, freedom to experiment and reciprocity are essential underlying values.

**FDT:** Focussing and (re)designing supportive processes, roles and structures together demands the development of a common vision, explicitly clarifying interests and expectations, and defining objectives, prerequisites and methods.

**CMR:** The creation, maintenance and strengthening of equal relations between stakeholders within and between organisations on a strategical, tactical and operational level. This demands transparency towards one another and appreciation of the other's needs and perspectives.

**FPR:** Freeing up appropriate people and sufficient resources in such a way that a suitable mix of qualities and quantities is created. This helps to initiate the collaboration and to secure the common ambition.