



Global University for Lifelong Learning (GULL)

Enabling YOU to make a difference in OUR world ...



Using the GULL system: An overview of the role of GULL's online Tracking, Review and Corrective Action (TRACA) system

Steps:

1. Affiliate – *who does what?* (e.g. GULL code of practice)
2. Implement – *create GULL pathways that link with on-going initiatives*
3. Track and improve – *How do we know that this is working?*
4. Internalize/Localize – *How do we ensure that it works for us?*

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Kenya National Case Study
This case study profiles GULL community applications in Kenya initiated by NGOs: Compassion, Tearfund and World Vision with church organizations.

Our Mission
GULL is dedicated to enabling YOU to make a difference in OUR world. GULL's practical approach to personal and professional development uses action learning to help individuals, communities and organizations to sustain learning and apply the outcomes.

Applications

1 The concept of GULL
This video outlines the reasons for establishing GULL and draws on the inauguration event hosted by Sir Paulias Matane, 8th Governor-General and Sir Michael Somare Founding Prime Minister, Papua New Guinea, held on 5 October 2007.

News & Updates [Browse Archives >](#)

- 16-10-2012 | GULL South East Asia: Starting in China
- 05-10-2012 | Island life after the gold mine, PNG & Australia
- 18-08-2012 | Community development in Sri Lanka
- 05-06-2012 | Partnering for quality education
- 19-04-2012 | Celebrating work & community-based development

<http://www.gullonline.org/affiliate/>

1. Affiliate - GULL's online briefing

<http://www.gullonline.org/affiliate/>

	Section:	Resource:	Purpose:
1	About	The GULL story (parts 1-3)	An overview of GULL's mission.
2	News	News Archives	Read 'Annual News Highlights - 2010' (or later) and browse through the archive.
3	Media	Press & TV - Television	View 'Beaches Employees Graduation', 4 News, 10 March, 2009.
4	Media	Press & TV - Press & Newspapers	Browse the press and newspaper archive.
5	Media	Briefings & Events - Briefings	View 'Changing education paradigms'.
6	Media	Briefings & Events - Briefings	View: 'Reg Revans, USA' and read 'A profile of Reg Revans'.
7	Case Studies	Community & Workplace	Read and view at least one of the example case study applications.
8	Recognition	Statement of Recognition Status of GULL; Endorsements	Review these documents.
9	Officers	Honorary Officers Executive Officers	GULL is led by regional, national and user organization-based honorary officers.
10	F.A.Q	Frequently Asked Questions	Read the FAQ resource so as to ensure that you understand what GULL is - and isn't!

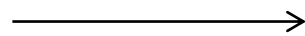
GULL's code of practice

1. **The vision** – inclusive
2. **Accuracy** – openness, transparency, honesty, integrity
3. **Affordable funding** – non-profit, wide geographical scope
4. **Positioning** – professional (*not academic*) recognized (*not accredited*)
5. **Professionalism** – pathways aligned with maturity and experience
6. **Impact tracking** – evidence of change
7. **Clarity** – what GULL does / does not do
8. **Representation** – consistency and sharing of good practice
9. **Relationships** – consultation (annual review process)
10. **Support** – self-directed but guided

2 Implement – Focus on evidence-based learning



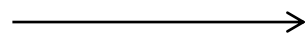
Training



✓ Delivered



Training
and action
learning



Evidence of learning

✓ Change

✓ Impact

✓ Transformation

Integrating skills & character development

Project focus with return on investment (ROI) impact tracking - participant-led

Training with TECHNICAL content



Staged training with specified outcomes criteria to verify skills development

SKILLS DEVELOPMENT

L3

L4

L5

Verified benefits from action learning projects

L2

Level (L) 1

CHARACTER DEVELOPMENT

Developing reflection, self-direction and lifelong action learning



3 Track and Improve

GULL's Tracking, Review and Corrective Action (TRACA) system

TRACA uses a quarterly self-review format so that users can identify variances for corrective action. This takes place over an annual cycle that concludes with an annual report and review meeting.

The self-review reporting steps are as follows:

Step 1: Quarterly Facilitator Report (QFR)

Whenever a new action learning group starts, the group facilitator uses the QFR to record what is working well / not so well - together with any corrective action needed.

Step 2: Quarterly Administrator Report (QAR)

If there are multiple action learning groups in progress, the affiliate organization prepare a consolidated QAR.

Step 3: Annual Administrator Report (AAR)

The AAR draws on and interprets the QARs and other tracking data (as appropriate).

Implementing the TRACA system: An example

TRACA can be adapted for use in different types of organizational structure. The following example illustrates how TRACA could be deployed by a national organization with regional operations.

Step 1: Quarterly Facilitator Report (QFR)

To begin, action learning group facilitators in each region prepare a QFR for submission to a GULL regional administrator.

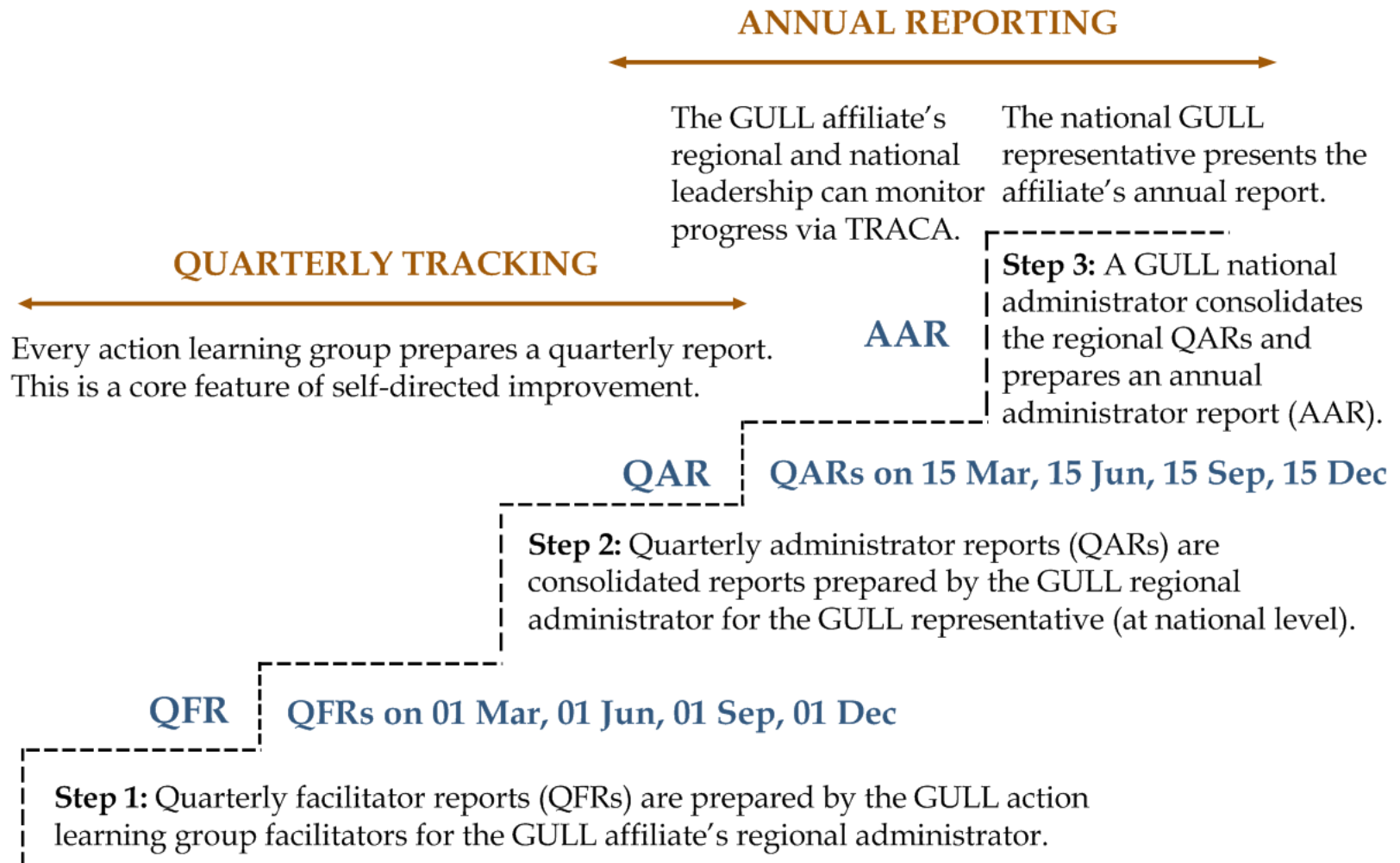
Step 2: Quarterly Administrator Report (QAR)

Thereafter, the regional administrator prepares a consolidated regional QAR for the GULL representative at the national head office.

Step 3: Annual Administrator Report (AAR)

As TRACA operates on the basis of an annual cycle, regional administrators also prepare an AAR for submission to the national office. The regional AARs can then be used to prepare a single, consolidated national AAR so as to provide the GULL representative with an overview of the year and a basis for forward planning.

Implementing the TRACA system: An example (continued)



Using the online TRACA system

The homepage provides access to the TRACA forms and resources. The report forms (located on the left-hand side) must be completed online and the resources on the right-hand side are to download for offline completion.

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TRACA - Tracking Review And Corrective Action

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TRACA Home Quarterly Facilitator Report Quarterly Administrator Report Annual Administrator Report

TRACA

Report Forms

QFR **Quarterly Facilitator Report**
Prepared by the Facilitator for the Administrator. To be submitted on the 01 March, 01 June, 01 September and 01 December.

QAR **Quarterly Administrator Report**
Prepared by the Administrator (after the QFR has been received) for the Representative. To be submitted on the 15 March, 15 June, 15 September and 15 December.

AAR **Annual Administrator Report**
Prepared by the Administrator for the Representative. To be submitted once a year.

Resources

Evaluation Questionnaire
For completion at the level 5 external review meeting

ExR Nomination Form (level 5)
Nomination form

ExR Report Form (Level 5)
To be completed by the external reviewer (ExR) during/ after the external review interviews and returned to the facilitator. Please complete the Profile section in CAPITALS

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<http://www.gullonline.org/traca/>

4 Internalizing and localizing the GULL system

1. **Cascade options** – link to on-going initiatives
2. **Cascade leadership** – senior, enthusiastic participants!
3. **Cascade administration** – names, certificates, tracking
4. **Verification** – evidence of learning before certification
5. **Sustaining momentum** – self-directed (for me, then give to others)
6. **Variance monitoring** – get started, adjust and improve
7. **Sharing and benchmarking** – how are others doing with this?
8. **Impact tracking** – how do we know if this is working?
9. **Annual reporting, graduation and endorsement** – align!
10. **Budgeting and finance** – the cascade needs to be sustainable



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GULL is a non-profit public benefit corporation based in California, USA. GULL's mandate to confer professional awards is based on a statement of recognition offered in perpetuity and signed by the Head of State and the Prime Minister of Papua New Guinea on 10 April 2007. GULL is also endorsed by other Governments, Leaders and Institutions.

Web: www.gullonline.org