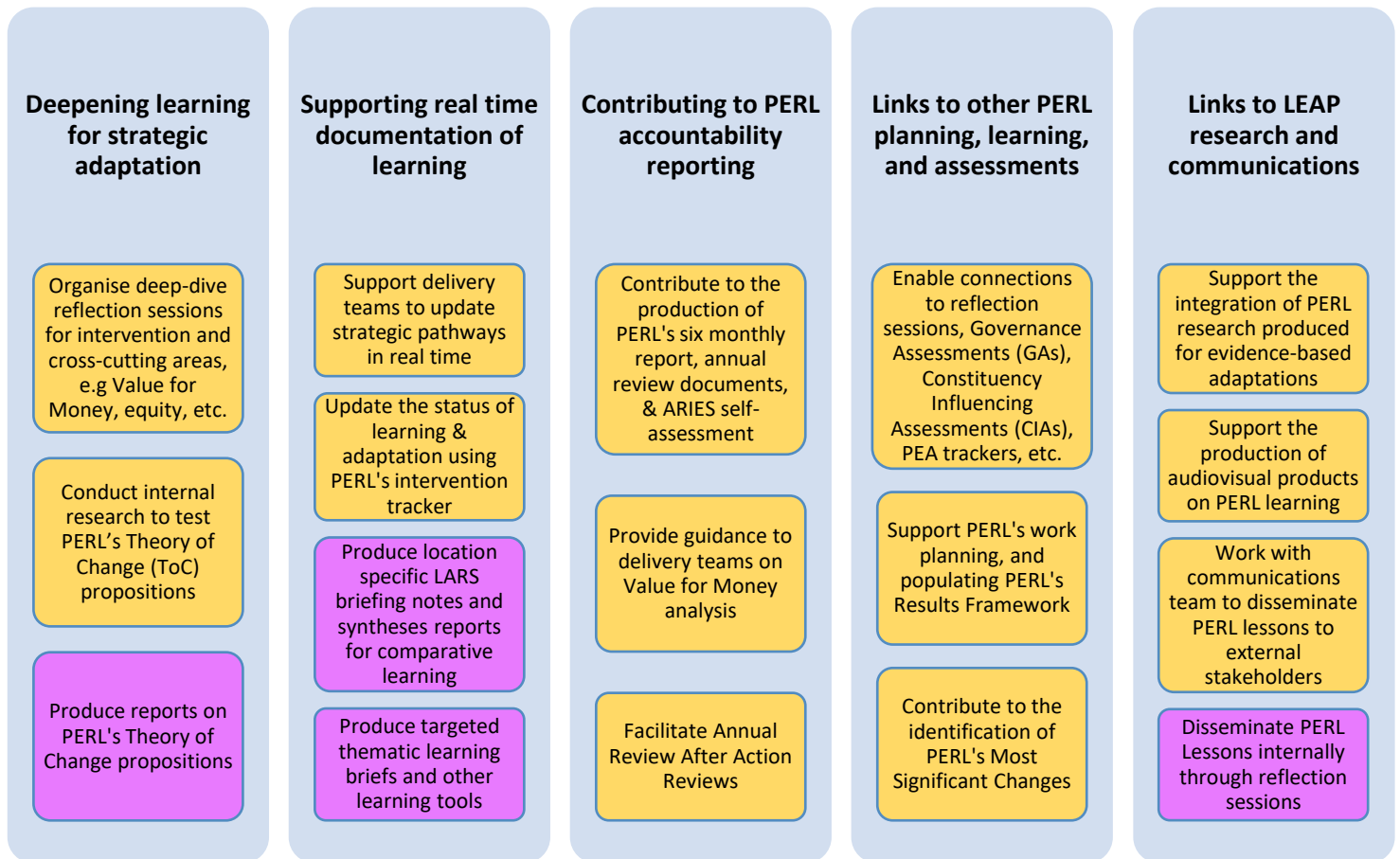# Overview of PERL's Learning and Adaptation Workstream (LEAP pillar)

Workstream objectives

- Capture internal programme learning and partners' use of learning gained during PERL activities, thereby aligning with *'PERL outcome 5'*
- Provide a range of systematic structures, processes, and tools to capture learning and changes/adaptations
- Work closely with ARC and ECP to ensure that PERL learns in real time from the implementation of the programme (at different levels) and adapt accordingly

Approach to achieving workstream objectives

Deepening learning for strategic adaptation	Supporting real time documentation of learning	Contributing to PERL accountability reporting	Links to other PERL planning, learning, and assessments	Links to LEAP research and communications
Organise deep-dive reflection sessions for intervention and cross-cutting areas, e.g Value for Money, equity, etc.	Support delivery teams to update strategic pathways in real time	Contribute to the production of PERL's six monthly report, annual review documents, & ARIES self-assessment	Enable connections to reflection sessions, Governance Assessments (GAs), Constituency Influencing Assessments (CIAs), PEA trackers, etc.	Support the integration of PERL research produced for evidence-based adaptations
Conduct internal research to test PERL's Theory of Change (ToC) propositions	Update the status of learning & adaptation using PERL's intervention tracker	Provide guidance to delivery teams on Value for Money analysis	Support PERL's work planning, and populating PERL's Results Framework	Support the production of audiovisual products on PERL learning
Produce reports on PERL's Theory of Change propositions	Produce location specific LARS briefing notes and syntheses reports for comparative learning	Facilitate Annual Review After Action Reviews	Contribute to the identification of PERL's Most Significant Changes	Work with communications team to disseminate PERL lessons to external stakeholders
	Produce targeted thematic learning briefs and other learning tools			Disseminate PERL Lessons internally through reflection sessions

🟨 Process related   🟪 Output/product

How PERL learns and adapts

The process of learning for adaptation in PERL is undertaken at three levels through 'a triple loop learning approach'. In operationalising the triple loop learning approach, the learning and adaptation workstream co-facilitate periodic problem-driven Learning and Reflection Sessions (LARS) to capture learning and identify potential areas for adaptation. The four types of reflections sessions in PERL are:

- Internal Reflections
- Partner Reflections
- Bi-annual Joint Reflections
- Annual National Reflections

To know more about PERL's learning and adaptation approach, please watch the programme's learning explainer video.