

# WORKSHOP/SEMINAR OUTLINE

## Title: Learn (and therefore Change)

This is an interactive workshop / seminar for those who are interested in developing an organisation by harnessing effective learning of their people. How we learn is the foundational key underpinning any organisations vision, strategy, operations, service and competitive advantage.

*People are the only source of competitive advantage; however, in times of change it is only the learners who will inherit the future.*

*It remains critical for any organisation to maximise the potential of its people, and organisations should ask "how can we ensure are people are good learners"?*

*This simple question receives complex answers and fundamentally when answers are examined, what lies beneath the answers, is the lack of knowledge about just how people learn.*

### The benefits of this workshop are:

- Understanding the importance of learning
- Appreciating there is no change without learning
- Understanding that different people learn better in different ways
- Maximising the learning potential of people
- Determining appropriate action so that "all people can become good learners"

### Participants will:

- See how different people learn in different ways
- Apply different learning methodologies
- Explore how to apply the effective principles of learning
- Accept responsibility for their own learning
- Explore aspects needing further personal study
- Identify and make better use of learning opportunities and experiences for themselves and for others.

This programme is therefore for anyone who needs to answer the following questions:

- When did I ever learn how to learn?
- How can we get the best from our people?
- How can we ensure our people are good learners?
- How can we maximise the potential of our people?

### Delivery Methodology

- The delivery style is interactive with participation and discussion
- Concentration is on "what works", with "lessons from experience"
- Emphasis is put on personal and work place applications
- Participants will be required to individually share their learning experiences and will also work in learning action sets

## WORKSHOP/SEMINAR OUTLINE

- Part one is mainly input by power point / LCD with flip chart; supported by handouts/ notes, checklists and templates; with many individual and team/syndicate exercises and personal reflection.
- Part two is mainly facilitative when participants explore what has been learnt and what they will now commit to do

During the Workshop we will work on questions like:

- What processes are used when learning?
- How do children learn?
- Why do children learn better than adults?
- How is learning different from training?
- Why do people learn?
- What characteristics does a skilled learner have?
- When do people learn best?
- When do people not learn?
- How is logic and emotion involved in learning?
- What influences my motivation to learn?
- What are the common variables in every learning situation?
- How do our "natural" senses influence the way we learn?
- What are the different methods to learn?
- How to find the right time and location for learning?
- Why should I take responsibility for my own learning?
- How can I support other peoples learning?
- Is the learning organisation a myth?
- What characteristics does a skilled learner have?
- What opportunities exist for learning during everyday work?
- Who can help me learn and develop?
- What will I do as a result of this session?

### Part One - Awareness

#### Session one: Introduction

The learning proposition

Learning sayings (1)

Definition of learning

The difference between education/ training and learning

Why "bother" about learning?

Learning stages

Research of how people can better study

Learning sayings (2)

Reflection time

#### Session two: The "core"

A model for learning

Mental models

Nature and nurture influences

Learning styles

Following the D3R steps:

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- Doing
- Reflecting
- Reconsidering
- Revising

Using B=2M+3S:

- Brain (and the left and right "styles")
- Mind (and learning "consciousness")
- Memory
- Sight
- Sound
- Senses

Learning sayings (3)

Reflection

### Session three: Learning "supports"

Learning / studying skills:

- Listening and READY-SWAT/SOLER-FAR
- Memory and STOOD USE
- Note taking and GSTIR
- Reading and PRRRR
- Writing and grouping/looping

Review-review-review and questioning

Different types of learning

Other learning aids

Time management

Competence-commitment-change

The learning "do's"

Learning sayings (4)

Reflection

### Part Two -Exploring

Implications of Part 1; how can we apply/use the Awareness?

Action Planning; what has been learnt, what has to be done?, for example:

- Sharing our plans
- Finalising our plans
- Determining how we will all support each other
- How we will review our progress

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### The Trainer/Facilitator

Stuart Emmett is a freelance independent training consultant. He holds a Master of Science degree from Cranfield University UK and a BA (Hons) from the Open University in the UK. He is a Chartered Fellow of the Institute of Logistics and Transport, The Chartered Institute of Transport, and a Fellow of The Institute of Freight Forwarders and additionally is a Chartered Member of the Chartered Institute of Personnel and Development and a Member of the Institute of Leadership and Management.

Stuart is also qualified as a Mentor, a Further Education Teacher and an NVO Assessor/ Verifier and also is as an external examiner/verifier to various UK Universities / Institutes.

He has trained/consulted in many industries too many nationalities and in many locations, including the UAE, Syria, Angola, Pakistan, Kazakhstan, Venezuela, Thailand, Hong Kong and Nigeria (where he lived/worked for over five years). Besides undertaking training, Stuart also, writes and designs learning materials, acts as a coach and mentor to individuals/groups, and also as a catalyst/consultant to effect change to existing methods by effecting improvements and introducing "new" ways. He has books published on Learning, Disciplines, Mentoring, and Stores & Distribution and also has published numerous articles on a range of Learning, Management and Supply Chain topics. Work is also progressing on a title covering Supply Chain Collaborative Relationships which is being jointly written with an academic colleague and will combine theory and practical aspects.

Many options are available for the delivery of this workshop...full details from:

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My purpose is to: Listen and then deliver solutions to problems.....Apply years of knowledge and experience practically.....Negotiate favourable solutions.....Deliver solutions for beneficial change.....Commit to make things work.....