

Product Specification: L&D

Enhancing Organisational Capability through Learning & Development

Overview

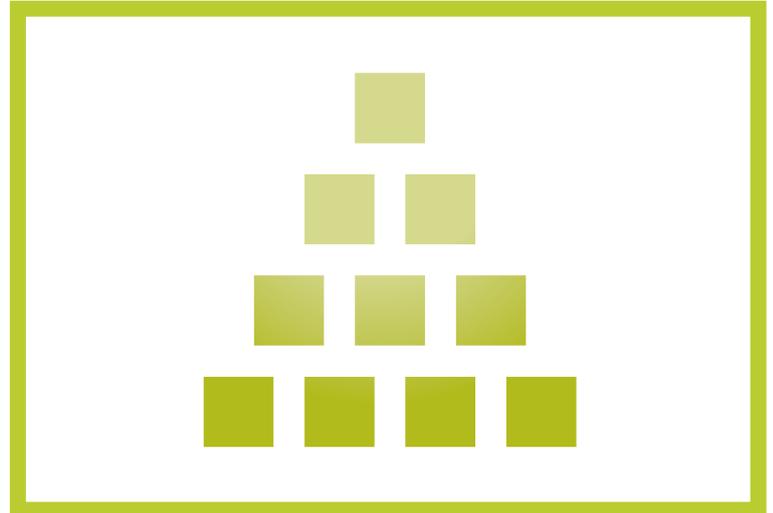
As the pace of change continues to increase, learning plays, or should play, a vital role in ensuring organisational success. Yet although fashions in learning support may come and go, one thing remains constant: organisations generally do a poor job of helping their people learn. Organisations also face a similar problem in helping people transform what they do learn into improvements within their job. Is it any wonder therefore if learning budgets remain under threat?

You may consider it to be yet another fashion but some organisations believe the solution is now in sight. Understanding of the brain and how individuals and groups learn and work are leading to wider deployment of new approaches, often supported by new technologies too. Organisations using these approaches are reporting significantly improved results in their peoples' learning and in organisational performance too.

Attend this seminar to learn more about how learning works, in theory and in practice. Understand the approaches your organisation can implement to increase both the rate and amount that people learn, and ensure the effective learning of your organisation as a whole. Also understand how to justify your investments in learning and development, and ensure you are able to provide your people with the learning support that their current and potential contributions deserve.

Who Should Attend?

- Senior learning and development practitioners
- HR practitioners responsible for managing training and development within their organisation



Learning Outcomes

- Understand current problems with learning and development and how learning support can be made more effective
- Be able to take advantage of new technologies to support learning
- Be better able to demonstrate the value of the learning that is provided / supported now and in the future
- Have developed an action plan to improve learning in your own organisation

Symposium Training Contact Details

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Sample Programme

9:30 -10:00 Registration and Coffee

10:00 – 10:30 Welcome, Introductions and Objectives for the day

What makes Learning Effective?

- 10:30 – 11:30
- The psychology of learning – understanding how we learn and why how little of what we learn gets applied
 - Recent research on different forms of learning (coaching, e-learning etc)
 - Current trends in learning and development

11:30 – 11:45 Morning Coffee

Enabling People to Learn more Effectively – and Perform Better

- 11:45 – 12:45
- Creating and implementing a learning strategy
 - Combining and integrating formal, informal and social learning
 - Ramping up the impact – creating a learning organization

12:45 – 13:30 Lunch and Discussion

13:30 – 14:30 Supporting and Resourcing Learning

- Creating a coaching culture
- Raising the commitment of employees
- The emerging roles of the learning practitioner and learning function
- The role of technology – what is the future for the learning management system?
- New systems for personal and social learning (gaming, mobile, social etc)

14:30 – 14:45 Afternoon Tea

14:45 – 15:45 Evaluating Learning and Development

- The need to focus on objectives then on metrics
- Different systems for measuring value, ROI etc
- Different approaches to evaluation and how to choose between them
- As hard as it gets – evaluating coaching

15:45 – 16:00 Conclusions and Action Planning