



## Learning Journey

## Performance Development & Support

Format	Length	Objectives	Methodology	Audience	Benefits
<p><b>Continuous Improvement</b></p> <p><b>Through Action Learning</b></p>	<p>Time of preparation: 15m</p> <p>Time of presentation to the group: 30m</p> <p>Sessions of 90 minutes</p>	<p>Performance improvement at individual, group and organisation levels.</p> <p>This format is organized in alignment with strategic objectives.</p> <p>This format takes into consideration complex and urgent problems for which solutions need to be found.</p>	<p>Participants will typically take part in:</p> <ol style="list-style-type: none"> <li>1. Collaborative reflection on one specific issue to define its focus more accurately;</li> <li>2. Looking for solutions and strategies through question-based dialogue;</li> <li>3. Formulation of a concrete action plan.</li> </ol>	<p>A group or team of 4 to 8 participants</p>	<ul style="list-style-type: none"> <li>- increased effectiveness and profitability of your business;</li> <li>- improved problem solving</li> <li>- improved leadership capacity;</li> <li>- individual and organisational learning from implementing new strategies or culture change.</li> </ul>
<p><b>On the job training (OJT)</b></p>	<p>Length depends on the tools and subjects to learn about</p>	<p>This format is focused on the training that provides staff with the skills they need to optimize their contributions to the organization and to anticipate future developments.</p> <p>This format is an opportunity for learning while doing one's job.</p>	<p>The learning facilitator and trainer plays the role of coach who coordinates and helps to accelerate the learning.</p> <p>In some workplaces, OJT through job shadowing and hands-on practice may be sufficient preparation.</p> <p>Blended learning can be very effective for jobs that involve complicated tasks or specialized skills. It is also helpful for companies that have very specific procedures and processes that employees must know.</p>	<p>A company's or organisational staff</p>	<p>Upskilling and reskilling workforce and teams in the face of rapid change.</p> <p>Comprehensive job preparation to new employees, allowing them to succeed in their role and maintain a productive workplace.</p> <p>Employees are more likely to retain the information they learn while in a hands-on setting.</p> <p>Learning on the job and on the flow of work reduces time to competency.</p>