



LEARNING BRIEF

INTEGRATING LEARNING IN ORGANIZATION WORKFLOW

Best Practices for Planning and Implementing Learning Events

Adapted from the IIDC Learning Guide for Development Organizations: A Facilitator's Guide

▶ The 5Cs: Preparing for your Learning Event

Learning is the way we adopt and/or create new knowledge to improve the effectiveness and impact of our programs. It is both an emotional and an intellectual process. An effective learning journey must result in **some modification**, a new of the **way of thinking, feeling** and **doing/working** on the side of the learning organization.



Content:

Conduct primary and secondary research. Analyse the present, discover new trends, bring the evidence.



Co-create:

Collaborate with your team to develop a fluid agenda with a clear purpose.



Connect:

Understand who you are working with and their learning needs.



Compelling case for action:

Develop a concise and consistent strategy that gives agency and motivates participation.



Creativity:

Identify opportunities that will help participants to develop new ideas for learning.

▶ Facilitating the Learning Process – 6P's

Persuasion: Get participants' buy-in to engage with the topic and with others through respect, listening and negotiation

Progress: Ensure participants understand the learning outcomes to be able to track progress made

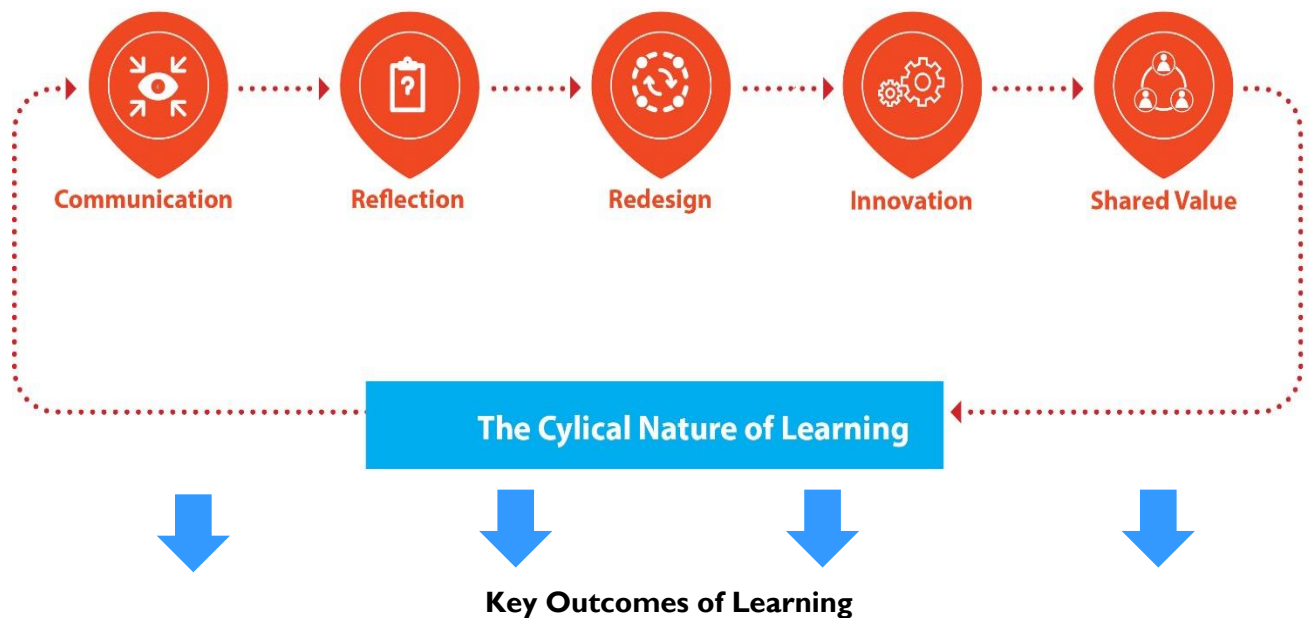


Participation: Each participant should be actively involved or given an opportunity to share personal views including introverts

Preparation: Know as much as you can about the programmes, implementers and their learning needs and challenges

Perspectives: Be empathetic, listen, invite different voices and diverse views and frame questions in a solution-oriented manner

▶ Managing Expectations: How Learning Happens



Key Outcomes of Learning
Adaptation and scale-up of new models. Change in organizational behaviour. Refinement of existing ideas. Define and engage stakeholders. Identify diverse partners. Develop new products. Document processes and impact. Foster team cohesion. Create impactful programmes.

Where to find more resources:

Impact and Innovations Development Centre www.iidcug.org

Global Learning Partners: www.globallearningpartners.com

The THINK School of Creative Leadership: www.thnk.org