

Innovation Doesn't Have to be 'New'

Participant-generated Content – Case Study 1

A UK-based insurance firm had problems with learner engagement. They had provided an extensive training package for their people for ten years but had seen attendee numbers steadily drop with lots of last-minute cancellations. Financial penalties made no difference, in fact the numbers of cancellations increased. Working with them I developed a process of 'co-production' where the learners developed their own content and the learning was developed out of good practice in their industry, modelling excellence and company-specific tips. Learners were interested to learn the tips of partners and directors and numbers increased, with those at the top driving their teams to join and showing company-wide engagement in learning again.

Agile Learning – Case Study 2

Working on the design of their leadership development pathway, a well known technology company wanted to move to a more self-directed learning style based on an agile approach. Working with business leaders and academics I sourced and curated content that mapped to several key

leadership behaviours. Following group sessions to set up the structure of the programme; participants were given 2- week sprints to individually or collaboratively work on the learning and to then present back actions.

The second wave of delivery took on board feedback about the positive aspects of collaboration and peer input at senior level and the programme was developed to include cross-continent participation and mentoring by C-Level businesspeople from a range of industries.

