

# Learning from work

## ...practical approaches to continuing professional development

Getting better at what we are paid to do need not be a haphazard, accidental, or costly process.

How do we look for, find and make the very best use of the development potential of our everyday lives?

We know we learn a lot more from our work and domestic lives than from training courses. The problem is that we *don't* learn something new every day – try listing at least 30 from last month!

So the challenge is to convert more of the limitless stream of developmental opportunities we all encounter at work into real, conscious learning experiences that make a tangible lasting difference to our professional capabilities.

Too often structured, formal training courses are not designed to meet our specific, unique needs. Little wonder so much expensive training results in insufficient back-to-work application to justify the time and cost.

There again, although most of us develop significantly without the help of training courses, real learning from work, that means we do things better long term as a result of an experience is not as easy as we might think.

This intensive workshop is packed with practical ways to drive your professional development using high value no cost methods and the personal insights and experiences of a truly passionate facilitator.

Due to the participative and needs-focused nature of this event numbers are strictly limited to 12.

### **Apply what you learn during this workshop and you will be able to:**

1. Put more structure on your current plans and efforts to use your work as a primary focus for development.
2. Use positively and tangibly your unique learning context and issues to develop your professional competence.
3. Identify, confront, and overcome barriers to your professional development.
4. Convert consciously and deliberately far more everyday life experiences into valuable, long term developmental opportunities.
5. Make planned use of a variety of everyday methods of self-managed learning available to us all.
6. Take genuine control of your professional development, reducing dependence on less needs-focused, costly methods.

## Before and after the workshop

To maximise the learning value of this workshop Andrew will send you a short questionnaire that helps you establish your expectations from the event.

He will telephone you in advance to make initial contact, and discuss your hoped-for outcomes from the workshop and give you a chance to explore issues of interest.

Eight weeks or so after the workshop Andrew will again call you to see what you have been able to put into practice following the workshop and see what further help he can be to maintain your efforts, and get the most from your time together.

## Workshop leader

Andrew Gibbons has been helping people to learn since 1982, and an independent practitioner since 1992. More on Andrew and his work at [www.andrewgibbons.co.uk](http://www.andrewgibbons.co.uk)

He has a particular interest in practical ways to encourage self-managed learning, and makes real efforts to practice this by for instance keeping a hand written learning log since 1987 – this now has 1335 entries and nearly a million words in four big files!

## Programme

- 9.00 Arrival, registration and coffee
- 9.45 Welcome, introductions, issue of learning points sheets, and overview
- Who are we, and what do we want from this workshop?
  - Three practical learning models that really help
    - Just three from many models of learning that give us real context
  - A learning diagnostic
    - What are your learning strengths and areas in need of development?
- 11.00 Break – catch your breath...
- Eight key learning skills
    - Master these and you've cracked it! Why are children the best learners?
  - Sources of real learning and development
    - Accessible, everyday ways we learn, with a lot of hints and tips.
  - Recording your development using a learning log
    - Keeping tangible records isn't a painful chore – it's a fascinating journey!
- 12.45 Next steps
- It's not over yet...the interest and support will follow you out of the door.
- 1.00 Buffet lunch then back to work!