

## DEVELOPING FUTURE LEADERS

### THE POWER OF LEARNING – How do organisations use learning to increase their potential to succeed.

*A Masterclass presented by Accelerance in partnership with IEDP*

*This Masterclass is designed for leadership development/ learning and development specialists and will focus on “learning power” as a resource for improving human potential in corporate organisations. After a brief description of the tool, we will discuss the practical applications in organisations including how a leading food manufacturer, a multinational home improvement retailing company AND a global automotive company are currently using the learning power to help their organisation adapt and change. The Masterclass will also provide a forum where participants could inquire collaboratively into the relevance, application and potential value of developing the learning ability of leaders in their own business context.*

<b>Masterclass Facilitator:</b>	Tim Coburn
<b>Date:</b>	3rd November 2016
<b>Location:</b>	Lime House 2 Jiak Chuan Rd, Singapore 0892601
<b>Fee:</b>	SGD 750 for a One Day Masterclass <i>(includes lunch and refreshments throughout the day, plus a copy of ‘Improving the Learning Ability in Your Team: A Leader’s Guide’)</i>

**An EARLY BIRD discounted fee (SGD 500) is offered for registrations before 20<sup>th</sup> October 2016**

**To attend the masterclass, please complete the registration form:**

<https://www.surveymonkey.com/r/Masterclasslp>

*\*Kindly note that only cheques and electronic transfers are accepted*

#### AIM

The Power of Learning Masterclass is an opportunity for you to:

- Understand learning power and its eight dimensions
- Discover how effective a learner you are and how you might improve your learning ability
- Understand how learning power improves the impact of learning solutions
- Examine real case examples where learning power has been used to enrich leadership development, including a leading food manufacturer, a multinational home improvement retailing company AND a global automotive company
- Discuss and clarify possible applications of learning power in your organisation
- Practice enriching the design of leadership development using the eight dimensions of learning
- Share and discuss real case examples from participants’ own organisations
- Receive a copy of ‘Improving the Learning Ability in Your Team: A Leader’s Guide’ and discuss the potential of Coaching for Learning for the leader as coach.

## **Learning Ability: Now, More Important than Knowledge**

As digital transformation accelerates, employees have to deal with more complex issues in an uncertain and fast-moving world. Just as this happens, the same digital transformation puts the knowledge employees need right at their fingertips.

But knowledge alone does not resolve the challenges employees face. To make knowledge work, employees need to make sense of it, learn it and apply it. With curiosity, judgement, sense-making, creativity, collaborative and reflective learning skills, today's employees need the power of learning to make knowledge work.

## **So, How to Improve It?**

In the world of work, learning agility is known as the strongest indicator of the potential to succeed. The advantage of learning over everything else means companies want to extend it to all employees. But the Learning Agility is complex. Its 27 dimensions are not easy to remember, it is tied to an expensive assessment instrument and the strategies for improving it are the same as those for developing behavioural competences.

Companies want a construct of learning that all employees can use and in particular, that leaders can use to improve learning ability in their teams.

## **The Discovery of Learning Power**

In extensive research at the world-leading Graduate School of Education at the University of Bristol in the UK, a new understanding of learning ability has been identified. The most effective learners use eight interdependent 'dispositions' (a combination of ability and inclination) which they collectively call 'learning power'. They include openness and willingness to learn, curiosity, sense-making and creativity; collaboration and hope and optimism.

To the non-researcher, these dimensions of learning feel intuitively right – we recognize them because we already use them in our own working lives. The researchers also found, while some dimensions may be stronger or used more often than others, they exist in all of us and with practice, all of them can be improved. And that's why it is so attractive to organisations who need to learn, adapt and change.

## **The Advantage for Corporate Organisations**

Learning power offers corporate organisations many advantages:

- It's a memorable set of eight qualities that all employees have
- It's a language for learning everyone can use
- It's a critical capability everyone can improve

For those who see learning as a key to realizing the human potential of organisations, learning power clearly has a lot to offer.

## **Making it Work**

Improving the power of learning is supported with a practical approach for employees to assess the strength of each learning dimension and identify those they want to develop. There are easy to follow 'hints and tips' which help employees practice and improve each one.

To involve leaders in encouraging and increasing the potential of the teams they lead, there is a Leader's Guide to Improving the Learning Ability in Your Team. Ideal for organisations who embrace leader-led development and the role of leader as coach.

## FOR LEADERSHIP SPECIALISTS

Learning power offers further advantages for the designers and facilitators of learning:

- It gives consultants, coaches and facilitators a new lever for improving corporate performance
- It gives leadership specialists a practical tool for leaders to use with their teams
- It gives organisations a great new resource for building a culture of learning

And for those who create and deliver learning experiences, the eight dimensions offer a new set of criteria for designing solutions that engage the whole person in self-motivated, authentic and inquiry-led learning, focused on improvement what really matters to them.

With an understanding of learning power, facilitators and coaches are able to improve their clients' performance and improve their ability to learn, at the same time.

## HIGH LEVEL AGENDA

- **Welcome and introductions**
- **Learning for Performance at Work**
  - In the real world: experiential, self-directed and inquiry-led learning while you work
- **The Power of Learning**
  - Behind the scene: learning power and your own learning profile
- **Make a Difference**
  - In your hands: 'How could learning power make a difference in your work?'
- **Share Examples of Your Own**
  - Tell your story: open forum, share examples for insight or improvement ideas
- **Practical Applications**
  - Deeper insight: how to design and facilitate for more learning impact
- **Coaching for Learning: A Leaders Guide**
  - Take a look: a leader's guide to improving the learning ability in their teams
- **Review and Plan What Next**
- **Reflection time:** shared reflections, consider next steps and network support

*A more detailed agenda will be created ahead of the Masterclass.*

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## MASTERCLASS FACILITATOR PROFILE

### TIM COBURN



Tim Coburn is a leadership and learning specialist with 30 years' experience at world class companies. His corporate career includes senior positions in leadership and organization development at the BBC, Motorola and Rolls-Royce where he was Global Head of Talent and Global Head of L&D. As an interim specialist, he was Head of Leadership at Kenya Airways, Head of Talent at Syngenta and Director of Leadership Development at Serco.

Throughout his career, he has led centers of expertise with innovative flair and been actively involved in the design and facilitation of leadership and executive development interventions. As a consultant, his breadth of experience is outstanding and his pedagogical expertise is frequently described by clients as world class.

His special interest in learning ability, and how to leverage it to enable leaders and their organisations to succeed, is enriched by his role as a Research Fellow in the Graduate School of Education at the University of Bristol, England. In addition to working with the research team who discovered learning power, he led its development for leaders and learning specialists in the world of work.

Tim is the author of, 'Improving the Learning Power in Your Team: A Leader's Guide' and co-author, with the research team, of the paper, 'Learning Power in the Workplace', International Journal of Human Resource Management, 2013.



**Accelerance**  
Leadership for Business Performance



## ORGANISERS

### ACCELERANCE

Founded in 2011, Accelerance is a leadership and organization development consulting firm. With offices and extended teams in London and Singapore, Accelerance provides bespoke leadership, talent and executive development solutions, always focused on the improvement of business performance.

<https://accelerance.co/>

### IEDP

IEDP provides information on leadership development provision from the leading global business schools and consultants for large organizations around the world through its distinct channels. *IEDP.com* is an online resource for senior LD/OD/Talent and C-level professionals for identifying and exploring leadership development programs, initiatives, research and best practice. *Developing Leaders*, the quarterly journal from IEDP, is recognised as an important voice for the leadership development sector, which covers these topics in greater depth. And *IEDP Ideas for Leaders* is a cloud-based resource that gives access to vital, thought-provoking new research as it emerges from leading research centres around the world on leadership and management practice - for those in your business who need the most thought-provoking insight but have the least time to devote to self-development.

<http://www.iedp.com/>

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