

CONNECTED LEARNING

Pause & Reflect

'We do not learn from experience, we learn from reflecting on experience.' John Dewey

Take some time to think about what you've learnt and how you might apply it in your life and work.

Reflection is critical. It helps us to make sense of experiences by linking to what we already know, finding uses and highlighting gaps.

Without reflection the value of learning is lost.

DISCOVER STAGE

What's the topic?

What have I learnt?

DESIGN STAGE

Why is this important to me?

How can I apply what I've learnt?

DELIVER STAGE

What else do I need to do?

Who else can help me?

HARGRAVES DIY TOOLS

Future Of Work

"In the new world of work, each of us is responsible for our own learning and helping others to learn. Do it yourself and coach others." Allan Ryan

Busy is the new norm. Flexible working, the gig economy and 24/7 connectivity place additional responsibility on individuals.

Growth pressures, tight budgets and digital transformation place additional responsibility on leaders.

Many organisations react by shrinking learning and development budgets.

Learning and development have become the responsibility of each individual. AND learning is more important than ever.

"At times of change, the learners are the ones who will inherit the world, while the knowers will be beautifully prepared for a world which no longer exists." Alistair Smith

To address this growing challenge, a new approach is needed. It's called "scaffolding".

"Take the time to process what you're learning and clarify why it's important to you. In education, this is called 'scaffolding' which means gradually adding skills and knowledge as you need them. It's an effective way of keeping you motivated and retaining what you have learnt, so you can apply the learning when you need to."
Tess Julian

Scaffolding can be applied both to your own learning and coaching of others. We call this approach 'Connected Learning' and 'Connected Coaching'. Both follow the proven 'discover, design & deliver' stages of innovation and design thinking.

Importantly, each provides an opportunity to pause and reflect so are best completed using pen and paper.



CONNECTED COACHING

Ask, Don't Tell

'We live in the world our questions create.'
David Cooperrider

Take some time to help others with your question skills and discover how to bring out the best in others.

DISCOVER STAGE

What's on your mind? Let's talk about the thing that matters most.

Conversation starter...Out of curiosity, what's on your mind?

And what else? Tell less and ask more. Stay curious. Stay genuine. *Ask one more time...and know when to stop.*

What's the challenge? Then, **what's the real challenge?** Then again, **what's the real challenge for you?**

DESIGN STAGE

What do you want? Ask what, not why.

How can I help? Let them ask. Direct and clear.

DELIVER STAGE

If you're saying 'yes' to this, what are you saying 'no' to? The strategic question.

What was most useful for you?

Pause and reflect.



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