

## Learning from work - practical approaches to lifelong learning and CPD

### Objectives:

#### Apply what you learn during and after this workshop and you will be able to...

1. Identify and make better use of opportunities to learn and develop.
2. Take appropriate responsibility for managing your own development.
3. Keep a learning log to record your development.
4. Make better use of key people to directly assist your development.
5. Look for, and find more learning experiences, and use these to get better at what you do.

#### During the day we will work on questions like these:

What opportunities for learning and development does everyday work offer me?

How skilled am I at seeking and taking advice? From whom can I get more of this?

Why is so much training a waste of time and money in terms of how little happens as a result?

What are the barriers to my learning and development, and what can I do to work on these?

What are the learning skills? What do I need to do well in order to learn best?

What, specifically, have I learned, in terms of being able to do things better, in the past year?

Am I making the best use of the knowledge, skills and abilities of those I work with?

Am I prepared to take responsibility for managing my own development?

Could I, in say a hundred words at a time, note what I learn, making development more likely?

Am I developing accidentally, or is my development a deliberate, planned process?

What views do I have on how this organisation can improve its return on what it invests in people?

Who have I learned from, what did they do to help me, and can I do more of this?

Do I have a mentor? If I have, did I realise it? If not who could it be? What will I do about this?

Do I really network? From whom can I learn? Do I consciously seek to learn from others?

How can I make the most of real work to develop myself and my colleagues?

How keen am I to develop, and what influences my motivation to learn?

Why do young children learn so much more than adults?

What specifically will I do as a result of this in order to make it all worthwhile?