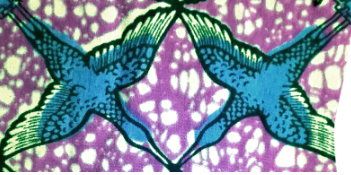# Learning-as-a-Service Product Catalogue 2023

Here is a sample of products I can offer. Every workshop I deliver is tailored to the needs and context of the learners.

For prices, please book a free consultation via the website.

LEARNING-AS-A-SERVICE

Feedback & Reflective Practice Dojo

To the reflective practitioner, feedback is all the data in their environment they can use to learn and improve. Knowing how to generate, harvest and make use of this data is a skill set in its own right, and one we can hone and improve both individually and as a collective.

Through this workshop learners will gain confidence using feedback within a reflective practice process. They will also gain access to a wide range of techniques and tooling they can use to support their reflective practice.

Learning Objectives

- Explore what it means to be a reflective practitioner
- Explore the role and many guises of feedback in reflective practice
- Explore ways we can increase feedback in our environments
- Experiment with tools that can support reflection and increase feedback
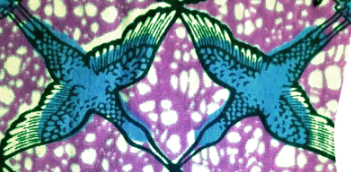
Duration: 2.5 hours (including breaks)

Maximum places: 30

In person or online: Both options are available.

Goes well with: Leading on Feedback Group Coaching

Target capabilities: Reflective practice, feedback, reflective questioning, active listening

Leading on Feedback Group Coaching

This group coaching session is aimed at empowering engineering leaders to support and embed feedback within a reflective practice process.

As a group, participants will be invited to reflect on,

- Current approaches to supporting feedback and reflective practice, including their strengths and limitations
- Personal experiences and challenges around feedback, both as an individual and as a leader.

The group will be supported to identify actions they can take to further their own development as `leaders on feedback', as well as being exposed to tools and resources.

Learning Outcomes

This session is facilitated as a group coaching session. As such, outcomes will be influenced by the group process. Example outcomes might include,

- Shared vision for what it means to lead on feedback and reflective practice
- Awareness around your strengths and growth opportunities in relation to feedback and reflective practice
- Ideas for strengthening support around feedback and reflective practice in your teams and with individuals you manage
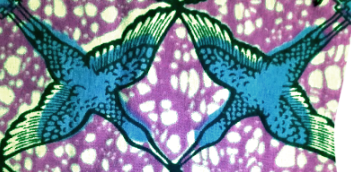
Duration: 90 minutes

Maximum places: 8

In person or online: Both options are available.

Goes well with: Feedback & Reflective Practice Dojo

Target capabilities: Reflective practice, feedback, active listening, perspective taking

LEARNING-AS-A-SERVICE

Learning Needs Discovery Workshop

In this workshop, the team will be supported to discover and align around a shared understanding of the collective capabilities needed by the team to do its best work. The team will then be supported to plan for learning in a joined-up way that best serves the needs of the team.

This workshop is guided by 4 principles of team-first learning:

- The team is best placed to determine what skills and capabilities it needs to achieve its goals (and how to cultivate them.)
- The team is best placed to diagnose and prioritise skills gaps (both of individual members and as a collective).
- The team favours collaborative 'in-work' learning, coaching and reflective practice for cultivating artistry among its members.
- The team is best placed to hold its members accountable for their commitments around learning.

Learning Objectives

- Align around a shared vision for learning
- Discover learning need relative to the team's current goals and challenges
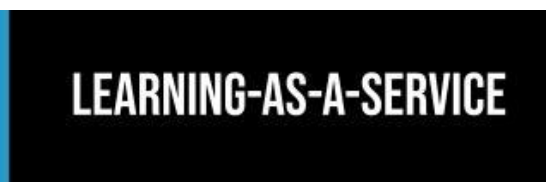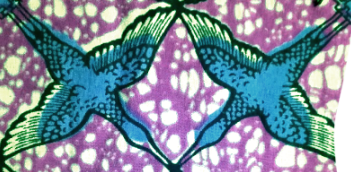- Plan first steps in a collective learning journey

Duration: 2.5 hours

Maximum places: 10

In person or online: Both options are available.

Goes well with: Learning Culture Survey

Target capabilities: Teaming, reflective practice, active listening, perspective taking

Lead on Learning Training

Struggling to motivate your teams to learn and grow themselves strategically?
Are they too focused on gaining tech skills at the expense of other important skills?
Do they 'lack time for learning' while failing to take risks in their day-to-day work?

Time to step up and lead on learning!

Through this multimodal programme, engineering managers and tech leads will learn how to foster autonomous learning with individuals and teams. They will be supported to try out the techniques and tools discussed on the course and create a sustainable model for continuous learning for their teams. The course does not provide a cookie cutter solution to common problems engineering leaders face around learning; rather, it empowers them to experiment with their own solutions and, in doing so, model learning efficacy.

Package includes:

- 6x highly engaging ½ day workshops (flexible scheduling)
- 1x 1-1 coaching/mentoring session per participant
- 1x group seminar
- Dedicated slack channel for asynchronous peer-to-peer learning and support

Duration: 12-18 hours instructor led content + independent learning time
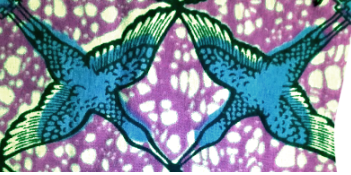
Maximum places: 8

In person or online: Both options are available.

Goes well with: Learning Culture Survey

Target capabilities: Coaching, systems thinking, learning metacognition, feedback

Workshops

These workshops form the basis of the Lead on Learning Curriculum. Like my other workshops, curriculum and content can be tailored to your needs.

Lean learning theory	Explores learning theories and examines their compatibility with modern software engineering practices and principles. Introduces a model for 'lean learning'.
Using feedback for growth	Examines the role of feedback in supporting personal development and the elements of effective feedback. Expose ways to use feedback with those you manage.
Coaching for awareness	Explores the role of coach and asks what we can borrow from the coach's toolkit to better support autonomous learning. Invites you to practise simple coaching techniques.
Lean learning toolkit	Exposes a number of different tools and techniques you can use to accelerate learning. Invites you to reflect on different learner needs and ways you can flex your approaches to best serve the individuals on your teams.
Learning ecosystem mapping	Invokes systems theory to help you plan how you will embed continuous learning in your teams. Connect your plan to business goals, and think about how you will bring others along with you.
Model learners	Invites you to examine the effectiveness of your own learning strategies. Explores how building resilience can support learning.
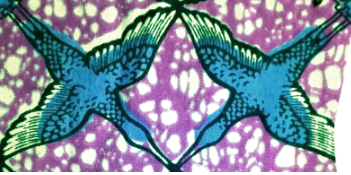
Learning Enhancements

Learning is an effortful and iterative process. Because of this, the effectiveness of one-off training and coaching events will often be limited by people's latent learning efficacy and the opportunities they have for incorporating the learning into their daily practice.

A learning enhancement is a special intervention designed to optimise and embed the learning from a training or other work-based learning experience. It may take the form of a guided group reflection or independent guided reflection, for example.

If this is of interest, please get in touch via the website to discuss your requirements.

Learning Culture Survey

Learning is a core capability of any successful software team. It comprises the skills and behaviours that support continuous improvement and nudge us into the funnel of flow. How then, do we cultivate learning capability in our teams?

First rule of continuous improvement: **we cannot improve what we cannot measure.**

The Learning Culture Survey is essentially a learning health check for your teams. Used in combination with other qualitative methods, it can help identify opportunities to uplift the learning capabilities of your team, as well as surfacing evidence to support or refute your current approaches to learning.

The methods I used are grounded in peer-reviewed research and draw on my own skills and experiences as an academic researcher.

I will often include a free learning health check as part of a wider engagement.