

Creating Manager Co-Learning Opportunities

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During Today's Session we will

- Uncover barriers and challenges to applying learning when back at the workspace.
- Brainstorm strategies to create collaborative learning opportunities and increase support, alignment, and engagement.
- Identify opportunities for growth and action plan our way forward.

Ground Rules

This is a no judgment zone.
We are all a work in progress.

The Problem



*Click on the link in the chat that takes you to the jamboard.
Grab a sticky-note on the left side*

What keeps you from practicing new skills when back at the worksite?



The Problem

“I wish my manager would attend...”

“Are you going to make this class mandatory?”

“I’d never be allowed to do that...”

“That won’t work on my team...”

“I wish my manager would attend...”

Lack of Manager Buy-in

“That won’t work on my team...”

What’s behind the comments?

Implementation of these skills and concepts would require a culture or mindset shift

Skills learned may be those that managers haven’t fully mastered themselves

Learners don’t have the level of influence to shape the thinking of the greater team

“I’d never be allowed to do that...”

“Are you going to make this class mandatory?”

The Strategy

Share learning objectives and session description

Create Manager Buy-in

Convince-my-manager script

Attend kick-off with participant

Agree to active commitment on the front-end

Equip managers with skills they haven't fully mastered themselves

Manager as Co-learner

Foster a culture/mindset shift within the team environment

Suggest follow-up training

Post session communications

Conversation guides

Develop future leaders – create co-leading opportunities

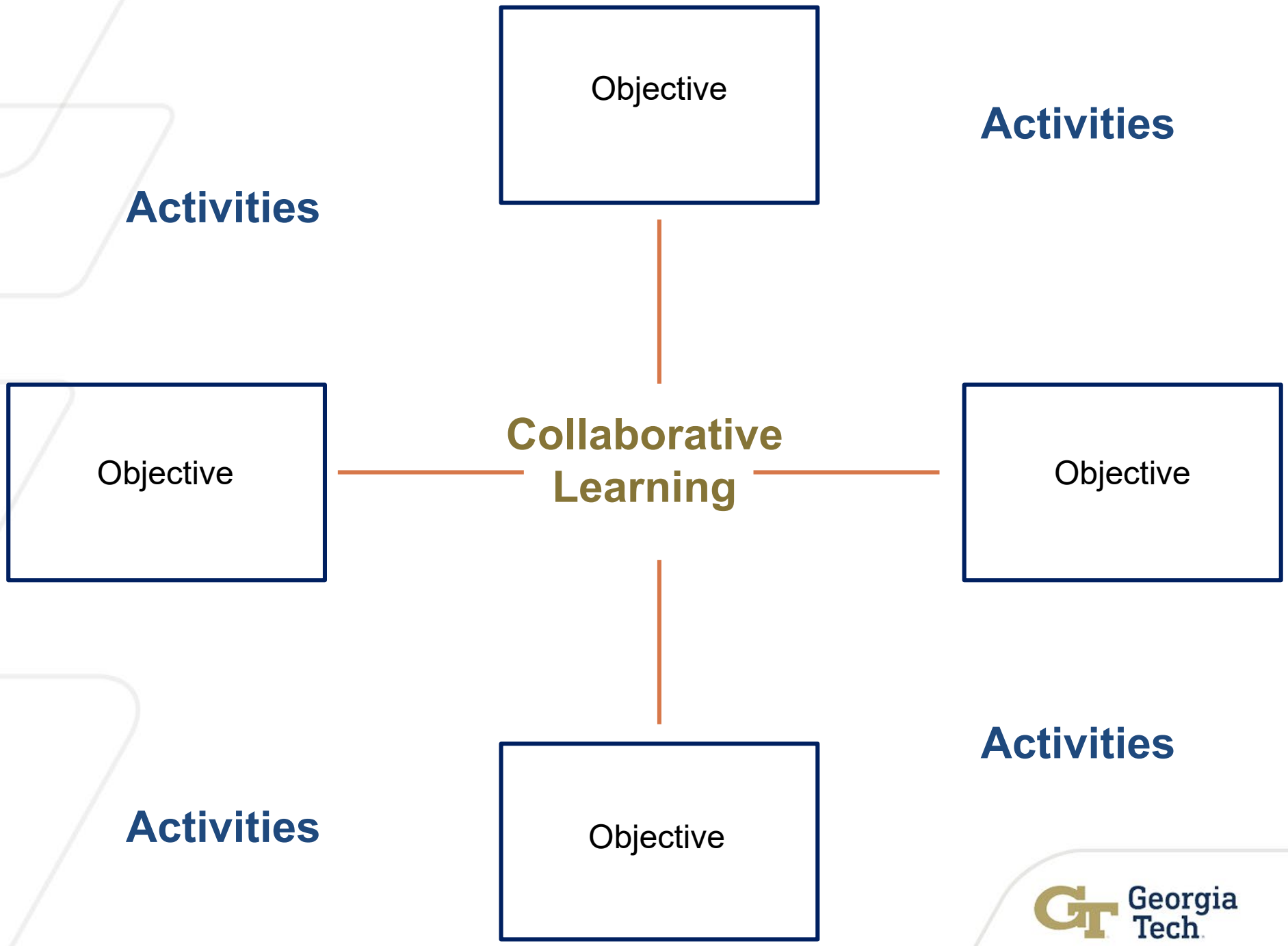
Out-of-classroom assignments

The Action Plan



**Collaborative
Learning**





Create Manager Buy-in

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Convince-my-manager script

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Collaborative Learning

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So what?

Now what?

What's next?

Thank you!

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