

RECOGNISING AND SUPPORTING LEARNING

Our aims for this session

- Why we should develop staff
- How to recognise training needs
- Identifying learning opportunities



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Welcome to the continuum!

- Name
- Organisation
- Why are you where you are?
- What do you hope to get out of this session?

Why do you encourage your staff to learn?

To

- increase staff engagement and motivation
- develop knowledge and skills
- keep pace with rapid changes in technology
- develop potential
- ?

What are the barriers to learning?



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Solutions?



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Recognising training needs

‘What do my staff need to learn?’



‘What do my staff say they want to learn?’

Scenario A: A member of your staff wants to go on a web design course...



Scenario B: All members of your team need use TURAS Appraisal...



Learning plans

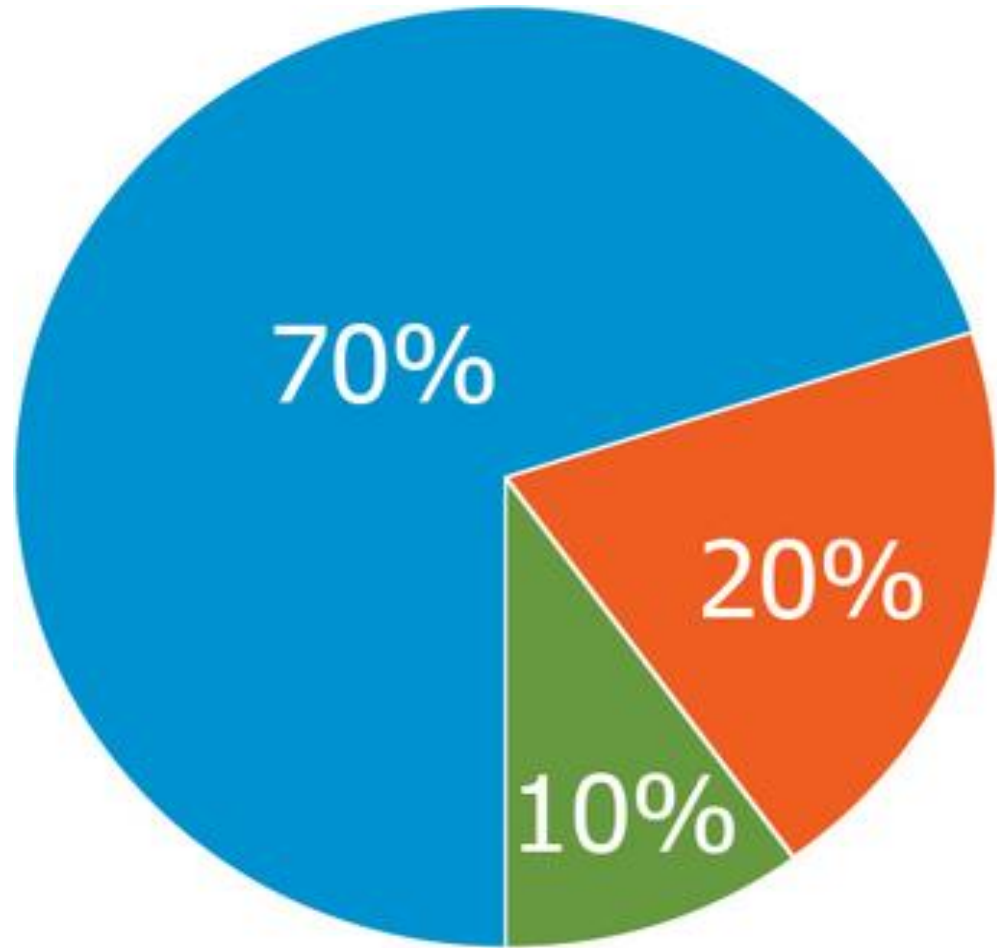
.Date of Activity	.Activity	.What did I learn?	.What will I do with the learning?	.Amount of time taken for activity and recording	.Next Steps?

Finding learning opportunities



List as many learning opportunities as you can.
Top prize for the longest list!

FINDING LEARNING OPPORTUNITIES



- Informal, on the job, experience-based and practice
- Coaching, mentoring and development through others
- Formal learning interventions and structured workshops

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THANK YOU!

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