

Pathway to Engaged Success

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Just like organizational performance and leadership, learning continues to evolve.





INTRODUCTION

Only a decade ago individuals would sign up for, or were told to, attend either an internal or external training class. Past training models would consist of one to five-day training classes depending on content and complexity of the training. The most effective trainings contained some form of experiential learning component like role plays, group work, case studies, etc. However, retention was limited with little to no active continual reinforcement component. As we work with clients to champion and dramatically impact their overall employee engagement, we are challenging past learning models and want to assist you in developing a targeted, engaged learning framework.

In developing hundreds of hours of leadership content, learning resources, training, coaching, and learning experiences over the last 25 years, we have certainly learned a lot! The ability to effectively retain knowledge and sustain any long-term change requires an iterative process that immerses, engages, and reinforces the learning over time. The old training model of “spray and pray” wasted time and resources and produced little sustained learning or individual and team growth.



Immerse

Our experience and success working with hundreds of organizations and thousands of individuals shows that effective learning, retention, and personal growth starts with establishing a foundation of content, concept awareness, and a vision for what future-state success looks like after the engaged learning experience is complete and reinforced. This immersion phase is vital to set the right building blocks for learning and change.



THE FIRST STEP

As an example, when working with organizations that want to enhance personal and team accountability, we start the learning by immersing the participant in what accountability is and is not. We introduce our accountability continuum and provide real case study examples of team and individual accountability that sets the right foundation for personal action planning and long-term reinforcement.

This accountability immersion is just one case with one client. There are limitless options for immersion depending on what the individual, team, or organization has set out to accomplish. And immersion is just the first step. Once a clear understanding of the concepts and vision has been achieved, the next phase is all about not letting the initial excitement slip away. It happens all too often that a great project is thought up, talked about and researched only to see it slowly drift away simply because no one got engaged around it.



Engage

So instead of letting it drift, it's now time to get engaged. With so much information out there on any and ALL topics, it is easy to gain knowledge and insight. However, it is just as easy to stop the learning process there. We might invest time looking at training videos online for managing conflict, goal setting, or thousands of other content areas, or we might invest time in offsite training where great information and concepts are shared. But then we look up from our video-based learning or come back from the training session and let the whirlwind of our daily work engulf us, the opportunity to implement what we learned has already passed us by.

Don't let that happen! For sustained personal and team growth and development it is imperative to engage. Take the concepts, ideas, and lectures and immediately find ways to turn information into insight, and insight into impact. If we don't, rarely do we change, and our learning efforts are lost or almost certainly minimized. So how do you engage? At Cornerstone Learning all our training and learning content has the engagement built in, so it is easy to engage.

However, if you don't have engagement opportunities built into the training and development you are participating in, here are some ways for you to turn concept into action:

- Meet with your manager, coach, or mentor and discuss the video, offsite training, book, or article you just completed and highlight the two or three core takeaways you feel will help you and have them hold you accountable to implementing those.
- Take your learning and teach others.
- Proactively schedule time each month with your leader to report on your personal or team learning and change progress from your invested time.

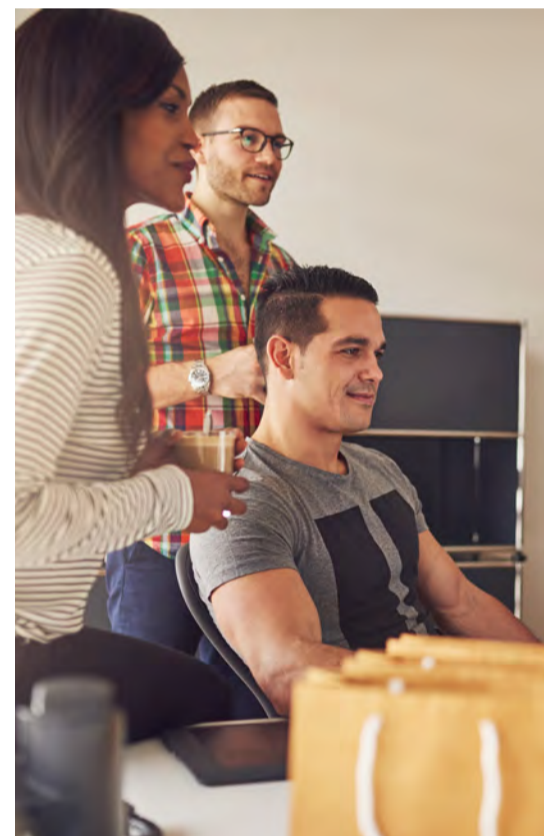




Reinforce

On our path to engaged learning, we get immersed in knowledge and we engage in actions and activities. Finally, to sustain our growth and turn learning into competency and results we must find opportunities to continually reinforce our knowledge, actions, and activities. All Cornerstone Learning experiences have ongoing reinforcement built in as well!

From audio and video blogs, coaching or monthly tools, depending on the learning experience, you will be continually provided with opportunities to reinforce your learning and new skills and assist in your long-term growth and development.



GO DEEPER

We encourage you, for any and all of your development activities, to create ways to reinforce by further immersing and expanding your knowledge in the area of your development focus. Find new videos, articles, white papers, and books that broaden your knowledge and enhance your perspective.

RETURNS ON YOUR INVESTMENT

Develop measures of progress for yourself, if none exist. Depending on the content area and level of learning, find ways for others to provide you real-time feedback on your efforts. Create tools and visual reminders of your new learnings that trigger your thinking and activities on a daily basis. Bring in your reinforcements! When you do, you will see exponential returns on your learning investment.

To recap, engaged learning is **getting immersed, actively engaging**, and finally, **continually reinforcing**. Because learning is in our name, and is our passion, we want to ensure your learning investment sets you apart and takes you to a whole new level of growth and impact, both personally and professionally.

Don't wait, get engaged in learning today!



info@cornerstonelearning.com

www.cornerstonelearning.com

For more information or to chat with us about how we can help you or your organization, head over to our website at www.cornerstonelearning.com.

There you will find free resources and information as well as other services and products we provide.

Always engage!