

# Ideas to reinvigorate learning at work

Here are a few ideas to  
get you started... **enjoy!**

## 1. FASTER THAN A FERRARI WITH WINGS!

Quick wins: We have 27 sessions of 90 minutes covering 3 critical areas of effectiveness:

- Self management
- Getting the job done
- Working with others

A selection of these can be run throughout the week to get people thinking, moving and applying key actions for change in their organisation. More information on these can be found on the link below. We can run 3 sessions a day with up to 16 people on each session.

## 2. TRAINATHON

Why not offer a quick bite of learning at the start of each day for 30 minutes; every day and challenge all those who attend to share it with at least 5 people back in their teams and for those 5 to share learning with a further 5 people. You could build up a wall of learning that you encourage people to share their ideas throughout the week. And celebrate the value of 'passing it on'

## 3. LEARNING DOCTOR

You can allocate a space in a public area and put up signs. Trainers/coaches could wear white coats and have stethoscopes on them to ham it up. They could have a doctors kitbag full of metaphors and triggers for people to select and use these items as a starter of a conversation. Through this Learning Doctors (trainers) can run an on the spot coaching session for people to go and seek 'fun' yet valuable coaching support in the moment.

## 4. IN CLOSE UP

A trainer can move around the departments and visit people to do quick hit activities with individuals that makes them think and challenge their approach e.g. item of value/ The numbers Game/ comfort zone. Alternatively you could also have an actual magician performing close up magic to improve people's focus and in agreement in advance you can pull out some interesting learning ponderings from different tricks.

## 5. LEARNING FETE

A series of stalls set up for people to undertake quick activities; manned by trainers, learning champions or self managing; all designed to encourage thinking and stretch ideas e.g.

**Coconut Shy:** Hit the 'coconut' to reveal a typical barrier to success then solve it!

**Tombola:** A series of quotes and challenges to get people thinking  
**Hall of mirrors:** Builds a reflection of the ideas that make people great around here

**A Game of Boules:** Going outside (weather permitting) will help you identify process improvements

**Donkey Derby:** A competitive race to face the challenges that will deliver our success!

**Ice cream stall:** A tasty treat to explore the flavour of the your values

**Shooting gallery:** How's your target practice? Hone your department's targets by coming on this!

## 6. GIVE OUT SEEDS

Seeds are the starter, often of something quite remarkable.

So often we spoon feed and try to give everyone everything they will need but that builds an unrealistic dependency, that we simple cannot maintain in today's busy, information rich world.

See yourself as a gardener providing the nourishment to help them grow for themselves. Start by giving out seeds with some questions attached to aid learning.

## 7. SET UP COMPETITION

Get people's competitive juices flowing. Set up a competition wiki/ email address/ noticeboard/ twitter # ... anything that will work in your organisation and get staff to submit the most important thing to know about.....anything. This not only gets people to contribute but also encourages collaboration and learning, fast!

## 8. GET AN ADVOCATE

Make the most charismatic leader a noisy advocate for learning Find out who is currently an advocate for learning and get them shouting on your behalf. Encourage them to share their learning loves with people around the organisation. In doing so get your supporters motivated! Don't worry, find someone who could be that person and ask them what you can do to give them the confidence and desire to stand up and support you.

**“Develop a passion for learning. If you do you will never cease to grow”  
Anthony J D’Angelo**

### **9. GET OUT THERE**

Don't hide your light under a bushel, get out there and shout about the immense difference learning makes. Too many of us sit back and wait for people to come. That is no longer an option in L&D. If you want willing, interested partners in learning get out there and start shouting. Share success stories, stats, photos, twitter feeds... anything that sends a positive message about learning. Use every media available to get a message out there that learning rocks!

### **10. ENCOURAGE SHADOWING & SWAPPING**

Encourage teams to spend time with someone in a different department. You can learn so much just by observing. Not only do you uncover their secrets of success by chatting but also seeing how other people tackle day to day work can give great insight too. In addition you are also guaranteed to walk away having learnt more about the importance of their department in the organisation achieving its success.

### **11. TEAM TEACH**

Challenge all teams to create a 15 min session of learning for their colleagues. You could use this to encourage peer support in large departments, even giving out a challenge hat with ideas/ topics in it for them to create a session on or you could use it to cross-share ideas by getting different departments to share what they can do for you and what support they need from you.

### **12. START A WIKI**

Start directory of useful things you wished you'd known when you started in the organisation. Open this up to the whole organisation to add their ideas and hints for new starters and build a community of support.

### **13. YOUTUBE IT**

Encourage YouTube style 'how to' video's or guest speaker teleconferences to be created & shared by staff to help their colleagues. If you don't have an LMS find a place on the intranet, a standalone PC in the training department on a private cloud platform so that together you can all learn.

### **14. ENCOURAGE LUNCH WITH SOMEONE NEW**

Find out from HR who's new and book to have lunch with them for a friendly lunch chat. You never know where this might lead, you don't know how influential they and you will learn loads about

### **15. LEARNING ON THE LOO**

Use Loo's, Stairs and Lifts to publish cheat sheets, did you know's & time saving tips – Invite entries from everyone. People love seeing their ideas up there for others. It gives them a sense of pride and encourages contribution. Each month ask for tips on different subjects that can cross over all departments. You can always start with an inspirational quote and a question to get people started. Maybe even a different one for every door!

### **16. SPOT THE DIFFERENCE**

Encourage staff to spot the difference in something relevant. Help them identify what's poor/ ok and great about a particular way of doing things and ask them how they can translate this into their world. e.g. for customer service staff ask them to visit some shops or other offices – what do they spot as a difference in standards – it could be a sales person, a receptionist or a security guard.. what did they love that they can translate into their job? What did they realise they should ditch?

### **17. EMAIL MESSAGE**

Put learning hints on your email signatures. Change these weekly to encourage people to read them. You can use quotes/ tips/ business messages to get people thinking.

### **18. ACTION FOR CHARITY**

Hold a charity competition on Learning. You could hold a bake off, spot the difference, trainathon and ask people to donate.

### **19. SHAVE IT**

Challenge each department to cut costs by x% and reward the winning team... use this to try and get people to view things differently.

### **20. COFFEE TIME**

Encourage people to share a coffee with someone new and to find out more about their experience.