

Developing People at Work

As a supervisor or manager, you are required to develop employees by providing training and orientation opportunities, and by coaching them as they perform every day.

All adults learn differently. Whether it's learning how to work with others, operate a computer or listen effectively, we all have preferred methods. The best supervisors know their own learning styles and use different strategies to appeal to different learning styles during training and one-to-one coaching. An effective supervisor also understands the learning process and the importance of designing learning that sticks.

This interactive course will help you to increase your knowledge, skills and confidence to prepare for effective orientations, discussions and learning experiences.

**This is not a professional coaching course.*

Learning Outcomes:

- Understand the characteristics of an adult learner and the implications for effective training and orientation.
- Discuss the experiential learning cycle and its importance for adult learners.
- Describe what makes up a person's individual learning style.
- Assess your own personal style of learning and how it impacts your approach to training and coaching.
- Explore strategies for how to address different learning styles before and during training or orientation.

Facilitator:

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