

the learning loop

COLLABORATION & COMMUNITY

Finger on the pulse

Learner trends in practice

5th March 2024



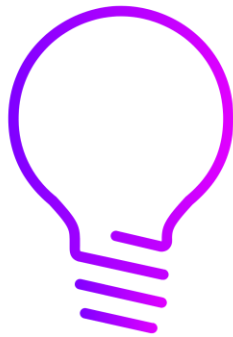
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Changing mind-sets. Creating Leaders.



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COLLABORATION & COMMUNITY

A community of learning leaders, collaborating and building connections to deepen our shared practice and insight. Together we spark new thinking that adds value to our organisations and talent.

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in advance



- **Connect:** We want to make the most of our time together in the session, so we won't be spending a lot of time on introductions.
- **Reflect:** Check in on how you're feeling and consider the questions on the following page.
- **Grab a coffee!**
- **Zoom working:** Get the tech working for you – and please note that we will be recording the session. Please rest assured that this recording will be used for internal review purposes only and not shared with outside parties or used in the public domain. Please do get in touch if you would like to talk to us about this.



Below are a few questions to aid your reflections ahead of our time together.

What words sum up the mood of your organisation right now?

What are the trends in development opportunities you're noticing?

What are you noticing your leaders having to navigate in their worlds?

What are you curious about in relation to the development needs of your talent and leaders?

developing your thinking



Take a look at a few resources that are sparking our thinking on this topic right now...

- The fourth instalment of EY's 'Work Reimagined Survey' has some important takeaways for L&D professionals globally. You can [read a helpful summary here](#).
- 9 Future of Work Trends for 2024. This juicy toolkit from Gartner offers key insights and actionable strategies for HR leaders crafting organizational resilience. You can also [listen here](#).
- The year ahead is going to bring even greater levels of social and political conflict than 2023. [In this article from HBR](#) the authors share six strategies they've seen organizations employ for building conflict-resilient cultures.
- In this [ever-brilliant resource from Gallup](#) you can browse their indicators of progress on what matters most in workplaces and to societies at large. All the workplace indicators are relevant, but we bet the sections on [Leadership & Management](#) and [Employee Engagement](#) will be particularly fascinating for The Learning Loop community.
- [In another helpful HBR article](#) the author presents five common errors even the most well-intentioned leaders make — and what to do instead.



food for thought



guest panel



Bradley Cole

Brad has twenty years' experience working in learning & development - specialising in experiential learning

processes and communication and facilitating programs for major businesses and organisations globally.

Brad is an experienced facilitator running one to one and group learning and coaching sessions at executive, manager and team leader levels. Brad also develops and designs programs for leading training providers and is skilled in client and account management.

As a qualified developmental coach with a Master's in Coaching & Mentoring Practice, He has a private practice specialising in change, communication and interpersonal challenges.



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Claire Lichie - RPFT Associate

Claire is a specialist drama based learning practitioner and a qualified and accredited Executive Coach with extensive experience in L&D.

Claire has worked globally for over 20 years. She has designed, written and facilitated programmes working with diverse clients at all levels, from graduates to senior leadership. Methodologies she has worked with include forum theatre, skills practice & feedback models.

Claire is a member of the International Coaching Federation and her dual career as an actress has enhanced her coaching work, and she has leveraged the skills required for stage and screen work to the coaching environment. Studying human behaviour during training, has contributed to her high levels of emotional intelligence, empathy and compassion.



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Hidden Strengths Learning

Working in partnership with you

We work in partnership with our clients to build bespoke offerings that focus on helping organisations to build and grow a collaborative environment. We achieve this through three core offerings all of which utilise our unique Collaboration Formula™ to create insight and commitment to change.

Live Teams and Working Groups

Facilitating active groups to reflect on their ways of operating. We often explore their shared purpose, group behaviours and trust, how to enhance levels of communication, collective strengths and increasing self awareness to build commitment to behavioural change.

Leadership Development

Leadership Development Programmes that enhance the skills and mindset in current and future leaders. These are held virtually or face to face where possible. All are highly experiential, providing space for reflection and discussion whilst encouraging participants to commit to action following the event.

Executive Coaching

Executive coaching to enable your leaders to understand their role in creating a collaborative, high performing, trusted environment and the shift they need to make, both within themselves and those around them to create the impact they aspire to.



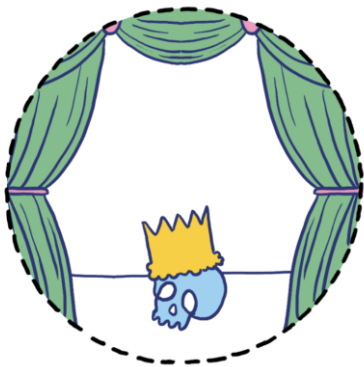
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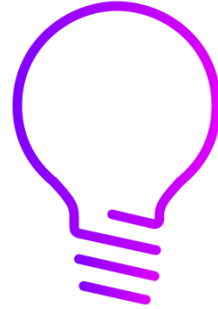
RPfT

Who we are

RPfT is a drama-based learning consultancy. We use drama-based tools and techniques to explore behaviours, change mindsets and enhance relationships at work. We engage collaboratively and creatively with private and public sector organisations to help their people achieve better performance.



Drama based learning is one of the most effective methods of achieving positive and long-lasting behavioural change within your organisation. RPfT has over 30 years of experience providing pre-designed and bespoke drama-based sessions. We use a range of different drama-based techniques, such as skills practice and forum theatre, to deliver on your learning objectives, while providing a fun and impactful experience for participants.



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