



Performance-Based Workplace Learning Programme

with 70:20:10 inside



TULSER



Time and again, research has shown that many learning and development departments regard formal learning as their core activity. This is good news, because management and staff expect them to provide formal solutions for personal and organisational development. However, the success of formal learning also has a downside.

Performance-based workplace learning

More and more L&D professionals see a need for learning solutions that support people in the workplace and believe that learning in organisations should not be limited to formal training. All over the world, they are looking for ways of providing support through informal and social learning in the workplace.

The Performance-Based Workplace Learning Programme enables L&D professionals and departments to expand their service provision to include informal and social learning in the workplace. It helps them develop from learning consultants into performance consultants.



Workplace learning

1% of the respondents don't think workplace learning is important

— 99% of the respondents think workplace learning is important

Research has shown that formal learning is the core activity of L&D departments.

At the same time, they recognise the importance of formal and informal workplace learning. Only one percent of respondents said they did not think workplace learning was important. The overwhelming majority said that it was relevant in supporting learning by working together.

Source: State of the Industry Report, Association for Talent Development, 2020

“I would totally recommend the programme as I believe that L&D’s old way of working as an Order Taker isn’t what brings value to the business, and L&D can bring much more impact with the Performance-Based Learning Methodology.”

Mariska van Sonnen, Group Learning and Development Manager, Solidus Solutions

The four pillars of the Performance-Based Workplace Learning Programme

The programme will give you a different perspective on organisational learning and performance issues.

It's essential to work methodically. This achieves the best results and allows you to compare experiences with colleagues. The programme teaches you to adopt a methodical strategy in a four-step approach: Identify, Imagine, Implement, and Impress (figure 1).

The four pillars of the Performance-Based Workplace Learning Programme are:

01 Look differently: from learning to performance

L&D professionals have traditionally used formal learning solutions to develop participants' skills. The programme shows that workplace learning is performance-based and can be linked to your organisation's desired results. We'll look at the informal and social learning that takes place when people work together, and how this promotes the development of people and organisations.

02 Analyse differently: performance-based analysis

'Analysing differently' means looking at the organisation's needs, the gap between its current and target performance, and the factors that influence these. This requires the application of 'reversed engineering' principles: reasoning backwards from the desired organisational results, work processes and critical tasks to performance-based (workplace learning) solutions. This is different from the traditional approach where the learning needs are the start of the analysis.



Figure 1 The Four-I Methodology

03 Act differently:

performance-based workplace learning

The factors that influence the performance gap form the basis for designing, developing, and implementing solutions. Intervention is also required to remove blockages from the work environment.

Acting differently doesn't mean that formal learning is any better or worse than informal learning. It implies that both can be important components of the new

learning solutions. It's not about making formal and informal learning compete.

Not all individuals in organisations have access to formal learning. L&D still has its work cut out supporting formal and informal learning. The Performance-Based Workplace Learning Programme will show you how to develop solutions in which the two reinforce each other.



“Upskilling and reskilling is the top priority for L&D pros globally.”

Source: LinkedIn Workplace Learning Report 2021

“Start with yourself. L&D pros should invest in themselves, too.”

Source: LinkedIn Workplace Learning Report 2021

Using the Performance-Based Learning Architecture to design upskilling and reskilling solutions will improve business impact.

The Performance-Based Workplace Learning Programme will support L&D professionals to deliver learning and performance designs at the speed of rapidly changing business.

04 Learn differently:

evidence-informed solutions

The programme is based on an evidence-informed model that lets you adapt workplace learning and performance solutions to your own practice. Your personal learning experiences become embedded in your work, and the boundary between learning and working together is less clearly defined. Through the design of the programme, participants experience the power of evidence-informed learning solutions (formal and informal).



How the programme works



The whole programme extends over 6 months



Essentials



> 7 online sessions x 1 hour



You'll be working on a given case



Advanced



> 8 online sessions x 2,5 hour
> 3 x 30 minute project coaching

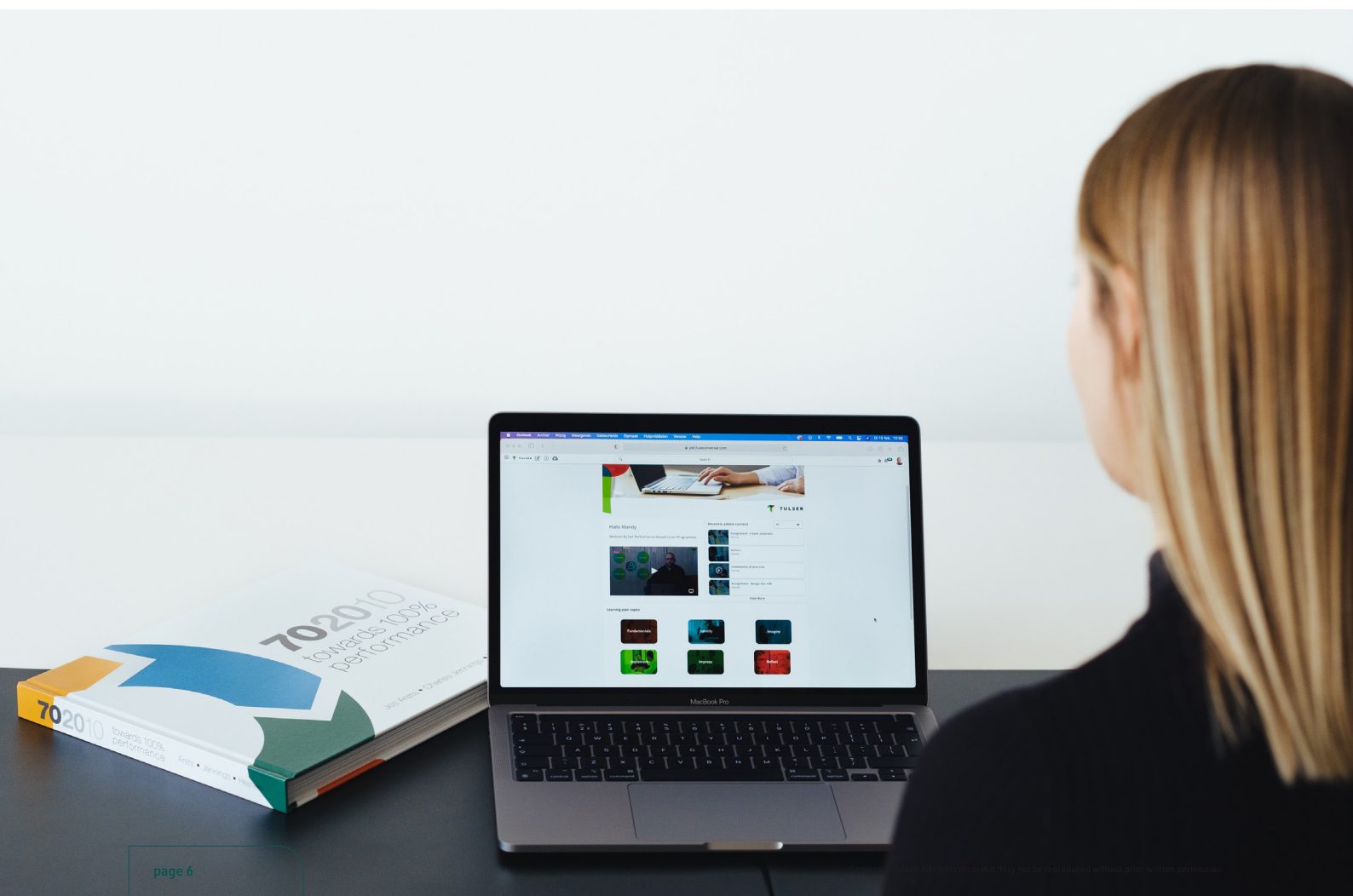


You'll be working on your own case(s)

** We can also customise the programme or design individual live sessions to meet your specific needs.*

Included in the programme:

- + Access to our online platform, which contains all the resources you need to apply the Performance-Based Learning Methodology: tools, models, process guidance, cases, articles and videos.
- + The book "70:20:10 towards 100% performance".



The benefits

Benefits for L&D teams and organisations

- The programme helps to turn L&D departments from service providers into value creators.
- It has a measurable business impact, because a performance-centred L&D service using 70:20:10 helps to increase the productivity, quality, and safety of work.
- Performance-based workplace learning future-proofs the service provided by the L&D department.
- The programme offers a substantial return on investment, as it provides a positive business case compared to traditional training.
- The programme structure reduces time away from work compared with formal L&D professional development solutions

Benefits for participants

- The programme creates a shared language within the L&D team, and with other support departments in the organisation.
- It promotes increased connection and co-operation with the business because it develops a performance-based service in consultation with experts and managers and based on real-life experience.
- It increases skills by using performance-based learning with 70:20:10 inside, which creates five new and practical roles: Performance Detective, Performance Architect, Performance Master Builder, Performance Game Changer, Performance Tracker.
- It also develops consultancy, change management, and project management skills.

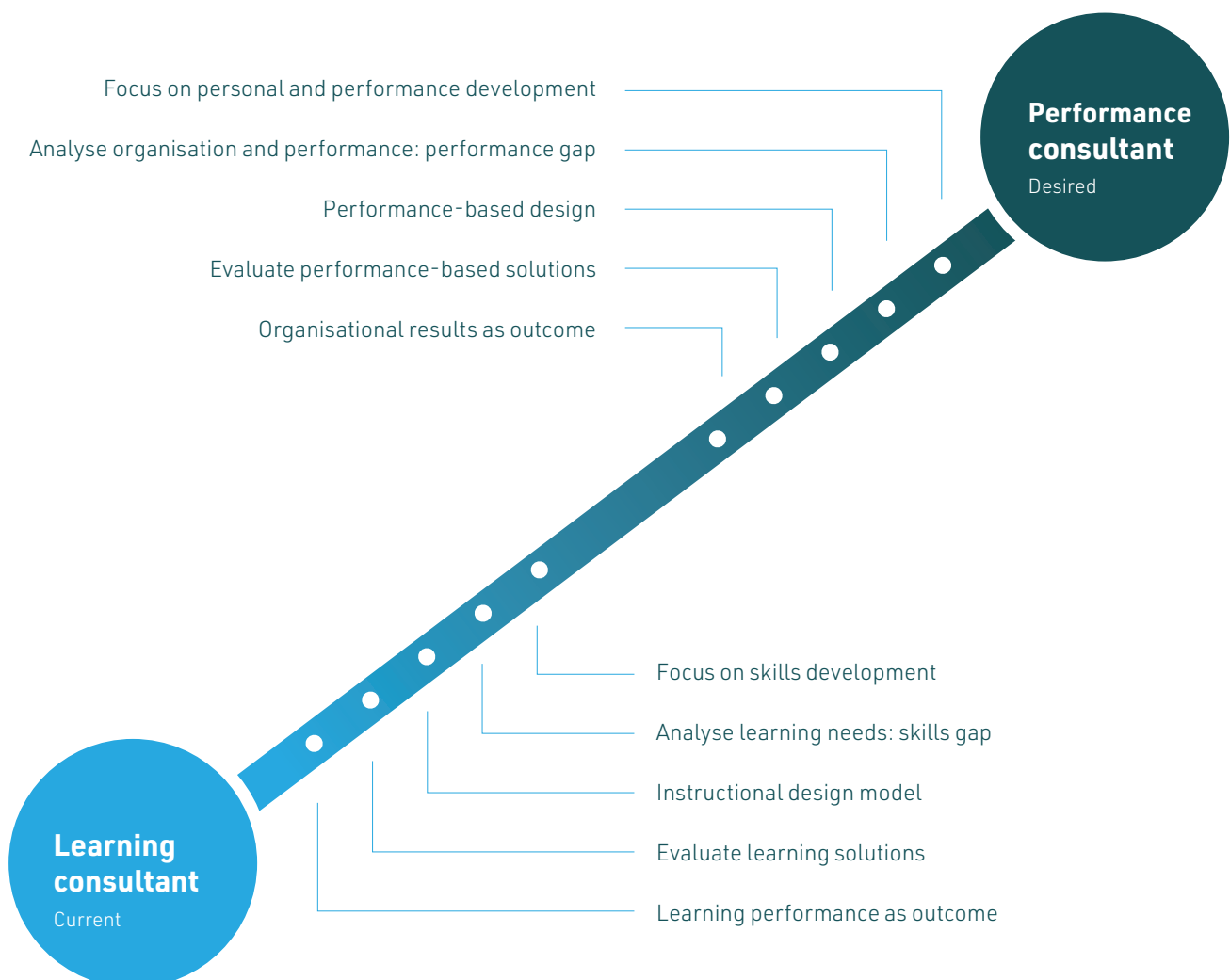


Figure 2 The transition from learning to performance consultant



Is this your ambition?

Many L&D professionals are skilled learning consultants. They provide effective advice on formal learning solutions, and then support these in practice. But if your ambition is to provide your workforce with practical support in the form of learning solutions as they work together, and to advise management on workplace learning and performance issues, this programme is perfect for you. It will teach you to work as a performance consultant, looking systemically at (workplace) learning and performance within organisations (see figure 2 on the previous page).

Is this your department's ambition?

In our practice, we increasingly see L&D departments wanting to become more performance oriented. The programme is a good start, showing you how to adopt a more performance-focused approach to designing, developing, implementing, and evaluating formal and informal learning solutions. It ensures that individuals' personal ambitions are in line with those of the L&D department. If your department's ambition is to change its business model to that of a performance enabler (see figure 3), the programme is the first logical step.



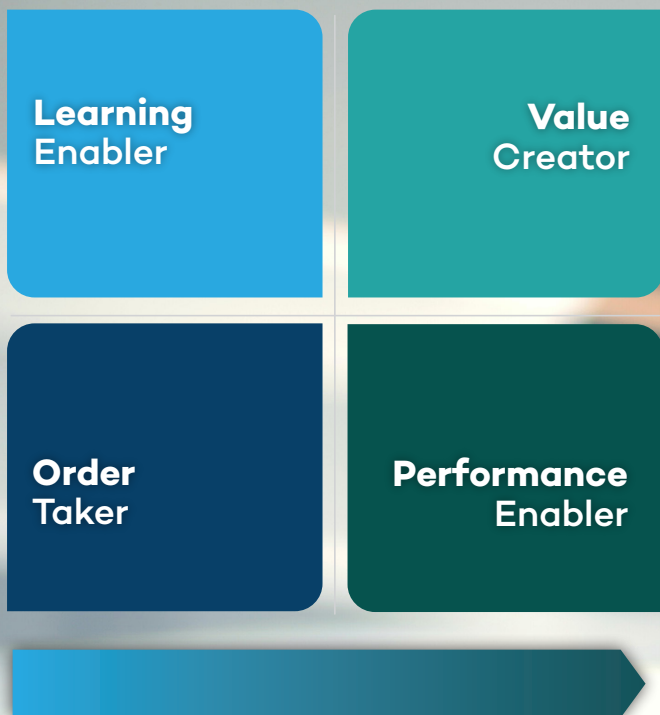


Figure 3 Arets' Four L&D Business Models

Changing the L&D business model

Is your organisation ready to make the transition to the right hand side of the business model? Then you and your colleagues should sign up for the **Performance-Based Workplace Learning Programme**.

To register or for more information

email info@tulser.com or
call +31 (0)43 356 1444.

