

SHIFTING GEARS – LEADERSHIP DEVELOPMENT BY LEARNING TO LEARN

INDIA'S LARGEST STAINLESS STEEL PRODUCER (2020)

Unlocking Potential to maximize performance

Our flagship program “Shifting Gears” is designed to help Managers shift their mindset from “Me” to ‘We’ and become more effective in order to achieve Improved Performance and Retention for self and Teams. It combines the best aspects of an instructor led workshop and tech platform to make learning outcomes stick. Assistant/Deputy/General Managers heightened learning agile approach to successfully embody new skills & best practices in changing business environment

The seriousness of shifting the mindset to ‘learning’ led to the first placement of “Learning to Learn” series in the flagship program of the org for the COVID-hit year, 2020. Challenge of thriving, instead of surviving, in these times compelled to the outlining and delivery of a virtual instructor-led training on learning through an immersive and deeply reflective experience. Pre-work and post-work ensured continued working as the perfect accompaniments.

NEED

Building the learning approach as default in a COVID-impacted business environment, As a part of the Flagship program for Assistant/Deputy/General Managers, the need to build a ‘Learning Mindset’ was recognized as the starting point for top 5-10% of the high performers group. Building learning capabilities was identified as the core aspect of the curriculum.

NUMBER & PROFILE OF PARTICIPANTS — 130, Mid/Senior Management from all functions

PRACTICE & REFLECTION ENABLED LEARNING

“Learning to Learn” series focused on-

- Key capacities to be future-ready
- Importance of introspection
- Growing the Brain
- Dimensions of Learning Agility
- Becoming a Learning Leader

SHIFTING GEARS – LEADERSHIP DEVELOPMENT BY LEARNING TO LEARN CONT'D

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KEY OUTCOMES

Assistant/Deputy/General managers are equipped to become Learning Leaders in an ever-demanding & ever-changing environment.

Through increased self-awareness, cohort build their own action plans to thrive with a growth mindset in novel and unfamiliar situations.

After undergoing the training, cohort distinguishes & adopts various aspects of Agility to deal with challenges.

SOLUTION

A 6-weeks learning journey traversing different facets of Learning Agility through virtual Instructor-led sessions, coupled with post-work

By building on the 70-20-10 model, 'Learning to Learn' journey was crafted to bring about the much-needed shift in mindset. It included recognizing healthy habits, breaking myths around learning, creating one's own processes to become agile, decoding & growing in different dimensions of learning agility and assessing oneself on the learning checklist to draft an action plan for Fast learning & its implementation.

The experiential learning model helped participants to connect with and learn from each other's experiences during the sessions, reflect on their learning and apply them on post-workshop assignments, and develop themselves on the learned skills by managing business projects as a part of the program.

OUTCOME-

Increased self-awareness and strengthened learning agile attitude with noticeable impact on team problem solving, decision making and team management skills as leaders.

Despite the challenges brought about because of COVID 19, the participants ensured 'Business as usual' and adapted well to the demands of virtual working. Initial skepticism whether work could even be done in a virtual environment was soon addressed. Key projects involving team members across locations were undertaken and successfully completed.