



**SUSTAINING LEARNING -  
POST WORKSHOP INTERVENTIONS**

# SUSTAINING LEARNING: POST WORKSHOP INTERVENTIONS

We offer a range of options for you to choose from under three broad categories

## FEEDBACK

Assessment of how well participants have understood the concepts and how well they are applying it in their workplace. Includes online assessment, development centers and 360° feedback.

## APPLICATION

Help participants apply the concepts and skills learnt in real life scenarios using practice labs and nudges



## REFLECTION

Behavioral change is a cycle of learning, introspection and application. Story circles, peer coaching and 1:1 coaching interventions allow for reflection and enable lasting change.

# POST WORKSHOP INTERVENTIONS

We offer a range of 8 post workshop interventions to choose from

## Online assessment

Assesses familiarity with concepts learnt and ability to apply them to real life scenarios

## Development centre

An in-depth assessment by trained assessors based on simulated exercises

## 360o assessment

Feedback from peers on what changes they have observed in the participant post the leaning

## Practice labs

Practice real life challenging conversations in a safe and reflective space



## Nudges

Simple calls to action sent to participants periodically to apply the learnings at work

## Reflection circles

A regular facilitated dialog for participants to share experiences

## Peer coaching

Peer coaching sessions where participants help each other think through challenges

## 1:1 Coaching sessions

1:1 coaching sessions with experienced coaches

# ONLINE SELF ASSESSMENTS

- An online self assessment quiz
  - Which assesses participants' familiarity with the concepts learnt
  - Focus of the assessment is on testing their ability to apply the concepts learned to real life scenarios
- They will receive the results of the assessment automatically on completion
- This is a confidential result available only for participants, which they can choose to share with the organisation
- We will provide a consolidated average score card to the organization

Q.13

A manager has a delegation conversation with the employee and the employee says she doesn't have time to do the delegated task. Which of the following would be the best strategy by the manager? \*

- Give the task to someone else
- Assign a person to support the employee
- Take out some part of work from the employee
- Explore what is occupying the employee's time

Q.6

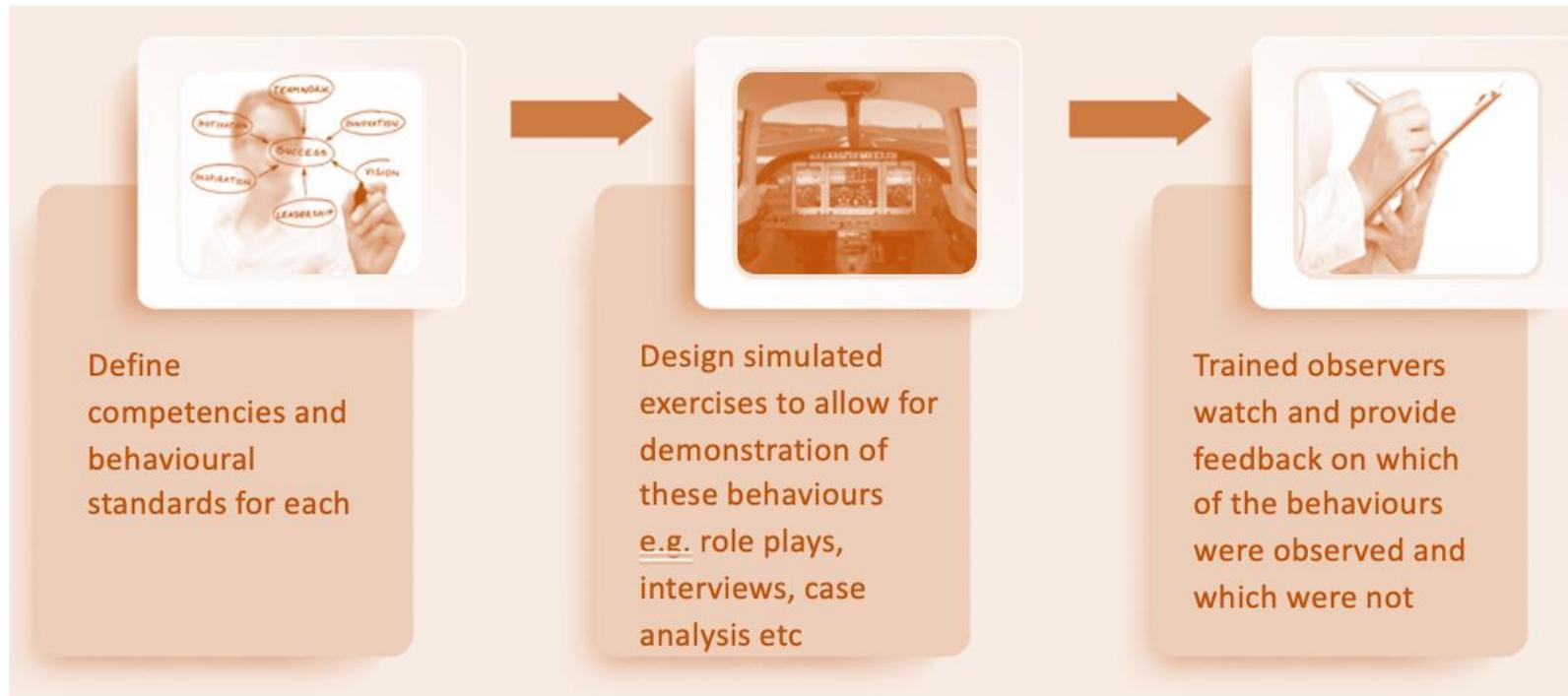
What is the best way to deal with urgent and important work? \*

- Attend to it and get it done quickly
- Write an open email to the team asking if someone can do it
- Ask your manager to do it
- Wait for the deadline to pass and explain why you couldn't do it

# DEVELOPMENT CENTRE

Development centre uses a series of simulated exercises that objectively observe and systematically measure how participants demonstrate the competencies being assessed during the module.

The output is in the form of a detailed written report which gives participants feedback that spans strengths and potential areas of focus.



## 360° ASSESSMENT

Feedback from peers, team members and managers who work with the individual on what changes they have observed in the individual post the learning journey is a practical way of assessing the impact of the learning. The survey is customized based on the topics covered in the training and focuses on the time period during/post the learning journey.

For example, peers of participants who have undergone a learning journey over 4 – 6 months would be asked:

Considering the last 4 to 6 months ... what are the areas in which "X" has

- made changes, improvements or
- made efforts to change (even though it may still be 'work in progress')

They then select from the list of areas and provide examples of change they have observed.

# PRACTICE LABS



Practice labs are a unique concept that we use to help you build on the skills learnt in the workshop session, in an environment that is safe and allows for introspection.



Participants get a chance to role play their tough conversation with a fellow participant (who plays the role of the peer); they then receive feedback from the whole group on how they practised their conversational skills



The format allows the group to experiment with new approaches to problems that have earlier left them feeling stuck. It also allows you to experience how a range of very difficult situations can be dealt with.

# NUDGES



Nudges are based on the award-winning work of Thaler and Sunstein, which is that people don't take actions that are good for them not because they don't want to but because of inertia. A Nudge is therefore a simple action, that makes it easy for people to do what is good for them



Participants are sent nudges every week / fortnight. For example a delegation nudge: This fortnight give one task that you would have normally done yourself, to someone else in the team.



Participants are not pushed to complete the nudges, but those who act on the nudges are acknowledged and appreciated

# REFLECTION CIRCLES

The best way to communicate with is very often through a story. Storytelling can help individuals engage emotionally and make the content more memorable.

Reflection circles are regular facilitated dialogs (e.g. monthly) where participants share success and failure stories; obtain strokes and feedback from peers and facilitator; take away insights

# PEER COACHING

Peer coaching is a process by which participants come together and form a trusting environment to help one another in supporting and facilitating self-directed learning.

In the peer coaching process, each person alternates between playing the role of peer coach and peer client. We run an introductory workshop to clarify process, build trust and set ground rules. We also conduct periodic check ins

Participants learn from interacting with others with different perspectives, broaden their understanding of business and organizational issues and enhance their leadership skills by coaching a peer.

# 1:1 COACHING

1:1 coaching provides a safe space to think through the issues they are facing and come up with solutions themselves.

It empowers them – since the coach's role is supportive rather than directive, the participants learn to think through issues themselves and can apply this skill to other situations in the future.

It creates a structured way for them to introspect on how they are using the new skills they have learnt. This is a very important step in truly internalising new behaviour.

# WHICH INTERVENTION TO CHOOSE?

Selecting the right combination of post workshop interventions which suit your context is critical. Learnings leaders could reflect on the following questions in order to think through the available options.

- What is the level of self awareness among participants?
- How much value is attached to formal assessment reports in the organization?
- How well are participants able to connect the learnings with real life scenarios?
- How self driven are participants in their learning journey?
- How much time would the participants be able to commit for this journey?
- What level of external facilitator involvement would you like?
- What are the key challenges in sustaining learning?
- What interventions have worked/not worked in the past?

# Curiouser and Curiouser

An introduction to Navgati





## Why Alice

This presentation is an invitation to you to visit our website, which is based on the theme of Alice in Wonderland.

The story essentially is about a journey made interesting by the nonsensical characters that make up Wonderland.

Unique characters trying to determine who they are, in a world that's constantly changing and challenging. Not very different from real life.

Like Wonderland, each of our programs is a product of our imagination.

We hope to take participants through a captivating journey where the perceptions they hold will be constantly challenged, in a fun and engaging way.

## Our team

**16** senior consultants  
Passionate about people development

## Our focus

Helping people be the very best they can be  
through exceptional quality learning events

## Our experience

**21** years  
**500** clients  
**100000+** people trained/coached  
**70+** customisable solutions



## A few of our clients...

For more details, write to  
[deepa@navgati.in](mailto:deepa@navgati.in)

To know about  
our fascination with  
Alice in Wonderland,  
do visit [www.navgati.in](http://www.navgati.in)

