



The shift: knowledge to action

The successful transfer of knowledge to action must be seen as a process, not a one-off event (like a workshop).

Engagement of upline leaders	Clear work application	Clear link to business goals	Practice and feedback	Clear WIIFM for learner
A clear learning expectation is set and supported by senior leaders - ensuring that middle tier leaders will show interest and provide support to the learners who report to them	Workshop conversations will be application focussed - with a clear link back to the learner's role and responsibilities	Create a clear line of sight between what a person does in their work role, and how this contributes to the wider business goals	The learner and their upline leader have agreed performance goals - and a timeline for regular progress chats	A clear 'What's in it for me' from the <u>learner's perspective</u> Pay people fairly. Then focus on: <ul style="list-style-type: none">• Autonomy: a sense of contribution to something bigger than ourselves (purpose)• Belonging: Identity in group• Mastery: Opportunities to master a skill

About Life will work with you to develop these cultural elements into any learning interventions.