



L&D - SHUT UP AND LISTEN

The way people learn in organisations is changing.

If you want to find solutions that really engage the needs of your learner population and more importantly deliver measurable and tangible results you'll have to start listening at a whole new level.

How much time do you spend listening?

If you spent more time listening, imagine what you could find out about:

- How closely your learning solutions match people's needs and wants
- What impact training is actually having on performance
- What people really think about the learning opportunities available to them
- What motivates people to learn
- What obstacles get in the way of learning
- How much accountability people want to have over their own learning
- What people want to learn and why
- What formal and informal learning methods people like to use at work
- When people like to learn and in what type of environment
- What support people need to learn more effectively

If you had the answers to these questions, would you keep on doing what you're doing? What might you do differently? If your learning solutions incorporated these insights, what impact do you think that would have on learner engagement, learner accountability and ultimately, on learning culture?

If you listened carefully to the answers do you think you would be better placed to design or curate more creative, highly relevant, in-demand, learner-centric, and just-in-time learning strategies?

So, do you want to become a better listener?

We have shown how our unique operational coaching methodology STAR[®], which utilises an 'Enquiry-Led Approach' (ELA[®]), can help you develop the listening skills you need in just a few months. Clients who have completed the STAR[®] programme have reported a 73% improvement in the way they listen and a 63% improvement in asking better questions more frequently.

We know that developing operational coaching skills, i.e. the ability to ask your colleagues powerful questions and listen effectively in everyday operational settings will be a key enabler in helping you transform into a learning coach capable of making a significant contribution to the creation of a continuous learning culture - can you afford not to listen?

Notion is a global expert in behaviour change and coaching. If you would like to learn how to become a learning coach, [click here](#) to find out about our comprehensive range of specialist courses designed to transform the capability of L&D teams.

Alternatively, simply call us for an informal chat on +44(0)1926 889 885. We're listening!



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