

Skill Reinforcement Pods

How can we increase the percentage of learning that's retained?

*The Xerox Corporation carried out several coaching-related studies, one of which showed that **in the absence of follow-up coaching 87% of the skills change brought about by the program was lost.** However good your skills training is in the classroom, unless it is followed up on the job, most of its effectiveness is lost without follow-up coaching. –Business Wire, July 30th. 2002.*

At X²ponents, our approach to transferring learning encompasses a combination of on the job assignments, skill refresher pod casts, followed up with social interaction in a virtual community of practice and group coaching using experienced certified Leader Coach/facilitators.

Who would benefit

- Any participant who recently completed the *Context of Coaching* workshop and would benefit from additional reinforcement and support.
- Participants who completed the workshop and would benefit from a refresher.
- Participants who have managers that are lacking in experience or the time to provide coaching and reinforcement.

What you will learn

- The impact of coaching skills and processes on real life interactions through the collective experience and sharing of the group.
- How to transfer the workshop concepts into specific work situations that are typical and/or challenging.
- Tips and Best Practice ideas from the field.
- Observations of Demo Coaching models conducted by Master Coaches.

Package Structure

3 months of virtual meetings led by an Xponents facilitator.
Note: Minimum Pod size is 12, maximum is 15.

Impact of Pod Membership

- Members will gain the confidence and skills to needed to execute the fundamental coaching skills, feedback model, and coaching processes that will transform performance.

Learning Approach

- Learning extensions that are designed to deepen and sustain fundamentals skills.
- Membership on social network (virtual meeting room with web blog).
 - Learning tools to include Pod Cast skill refreshers, downloadable to MP3.
 - Assignments that sharpen skills and transfer knowledge to relevant work situations.
 - Social Learning through group dialogue and debrief of work experiences.

