

## WORKSHOP

### The learning process within organizations: Experiences, methods and trends

Facilitator: Marco Camerini, HR consultant, facilitator and coach

#### INTRODUCTION

People development is one of the HR professionals' fundamental responsibilities and it can represent a crucial contribution to improve organizations' performances. For this reason it is important to be aware of the variables to consider in order to define effective learning programs. In a period characterized by rapid changes and disruptive technological innovations that are affecting not only organizations but also our society, economy and day-by-day life, learning and development functions are even more solicited. How are they responding to these challenges?

#### LEARNING OUTCOMES

This workshop aims to provide a general understanding of learning processes within organizations and to introduce some basic methods in defining, designing, delivering and evaluating training initiatives. It will also stimulate reflections about trends and innovations in people learning.

In particular, participants will acquire

- awareness of the learning process and of the key aspects involved in the realization of learning initiatives
- basic knowledge of some training methods and techniques
- insights about new trends in people learning and actual reactions of HR professionals

#### PROGRAMME DETAILS

- Learning within the organization: who, why, what, how, when.
- Analyzing learning needs: initial questions affect the final result
- How to design a learning initiative: main variables and constraints to consider
- Training methods and techniques
- Communication role in learning initiatives
- Evaluating results: from satisfaction surveys to performance KPIs
- New trends and continuous learning
- Presentation of the results of the fieldworks

## **WHO IS IT FOR?**

Target: students of the first and second year

Maximum number of participants to the laboratory: **12**

In the event that the number of students enrolling in the course surpasses the number of places available (12), precedence will be given to second year students and to the order in which enrollment requests have been received.

## **METHODOLOGY**

During the laboratory there will be presentations, case studies, discussions, learning games, group activities and on the field activities (with visits to selected Enterprises) in order to stimulate a high level of interaction with participants.

All topics will be presented with a pragmatic approach, providing several examples and exercises.

## **FINAL EVALUATION**

At the end of the laboratory, the students have to write an individual report and a group presentation related to the field activity.

Required minimum attendance: 80% of the meetings

3 credits will be provided to students with 80% or above participation's hour and the required report.

## **SCHEDULE: from h. 10 to h. 13**

- 27 January 2017
- 10 February 2017
- 17 February 2017
- 10 March 2017
- 31 March 2017

## **WHERE:**

Seminar room Dipartimento Scienze Sociali e Politiche (First floor, right above the bar).

## **HOW TO APPLY**

**Send an email to the trainer within 19 January 2017**

**camerini@gso.it**

OBJ: Training Laboratory

Info to include in the mail:

ID (matricola)

Name/ Surname

First year/ second year student of ...