

Taylor Wimpey

Talent Development Programme For Our People/Line Managers Module 8 – Action Learning Group

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Author: Penguin Learning Limited



TIME

CONTENT

Before session	Trainer to log into Zoom/MS Teams 5-minutes prior to the call.
10 Minutes (Introductions and Review)	<p>Objective(s):</p> <ul style="list-style-type: none"> • Welcome and re-introductions with learners • Re-cover the etiquette of the remote session and interactive elements • Outline the objectives for this particular module <p>Peripheral(s):</p> <ul style="list-style-type: none"> • Digital Workbook – ‘Bright Sparks’ Early Talent Development Programme for Our People/Line-Managers • Presentation Slide Deck • TW Early Talent Videos <p>Overview:</p> <ul style="list-style-type: none"> • Re-building rapport with learners since the previous session • Cover the etiquette for the remote session and interactive elements: <ul style="list-style-type: none"> ○ Webcams on, microphones off - unless invited to speak – This makes the session more engaging and less seminar like. ○ Chat Box – Questions will be asked throughout to the group and learners will be invited to put their responses/questions in the chat box. Documents can be dropped into here as well. ○ Digital Workbook – Learners will have been emailed a PDF workbook in their invite for the session (Check that all learners have this workbook, if not, drop the PDF file into the chat box) – The workbook is completely interactive with text boxes for notes and video links for post work learning. ○ Delegate List - The Facilitator should take note of all individuals that have attended. If some of the learners are in groups/pairs but on the same camera, ask one learner from the group to put first/surnames of who they are with into the chat box. • The Facilitator will then outline the objectives for the ‘Action Learning Group’ module: <ul style="list-style-type: none"> ○ Learners will review and share best practice on how they have applied the tools learned throughout the course ○ Learners will complete peer-to-peer coaching to solve challenges the group are currently experiencing within Taylor Wimpey
80 Minutes (Facilitation/Group Coaching)	<p>Objective(s)</p> <ul style="list-style-type: none"> • Group Coaching session where learners will work collectively to achieve their personal objectives <p>Peripheral(s):</p> <ul style="list-style-type: none"> • Completed Learner Action Plans <p>Overview</p> <ul style="list-style-type: none"> • The Facilitator will work with learners on specific objectives based on examples of situations/scenarios from the learner’s completed actions plans as well as any learner objectives highlighted at the start of the session. • After the group discussion, the Facilitator will complete a debrief with the group on topics such as: <ul style="list-style-type: none"> ○ Group Debrief – Following the discussion, the group will complete a debrief with the Facilitator on what took place, such as: <ul style="list-style-type: none"> ▪ How helpful were the ‘consultants’ ▪ What behaviours were displayed? (linking back to the DISC Workshop) ▪ What mindsets and perceptions did individuals show towards the task? Other learner suggestions?

	<ul style="list-style-type: none"> ▪ What did the group learn? ▪ What could be improved for next time?
<p>30 Minutes (Review of Programme / Feedback & Close)</p>	<p>Objective(s):</p> <ul style="list-style-type: none"> ● Recap the session ● Answer any Q&A <p>Peripheral(s):</p> <ul style="list-style-type: none"> ● Digital Notepads <p>Overview:</p> <ul style="list-style-type: none"> ● Bringing the session to a close with the Facilitator recapping all the key content and the exercises that were completed. ● The Facilitator will then use this time as an opportunity for learners to review the programme as whole and consider: <ul style="list-style-type: none"> ● What went well? What was most useful? What was most interesting? ● What didn't go so well? What was least useful? Which areas engaged them the least? ● What would you change if you had to go through the course again? How would you make it more relevant? More engaging? <p>For the post-work, learners should:</p> <ul style="list-style-type: none"> ○ Complete the 'Course Feedback Assessment' for the entire course found on the final page of Module 8 in the workbook.