SOME DEVELOPMENT APPROACHES THAT ARE AVAILABLE TO YOU

DEVELOPMENT MATRIX : LEARNING GOALS MAPPED AGAINST METHODS & TACTICS

The matrix that follows indicates how you might make possible connections between what you might want to learn (enter along the top) and different approaches you might choose to assist you in that learning (indicated down the side).

In the matrix there is a worked example of what one person thought might be useful to help them to improve time management and that also suit the ways in which <u>they</u> like to learn.

You could, if you wished, go along the top and write in your learning goals – one for each box. Then you could go down the list and tick the boxes of any learning approaches that might be useful. Alternatively you could just use the list on the left to stimulate your thinking about the methods and tactics you might use.

Many of the work based approaches are explained more fully in:

THE HANDBOOK OF WORK BASED LEARNING (2004) CUNNINGHAM, I., DAWES, G. AND BENNETT, B., ALDERSHOT HANTS.: GOWER.

LEARNING GOALS	Time Manage-ment					
TACTICS						
Appraisal and performance reviews						
Coaching	√					
Experiential learning						
E learning						
Internship						
Job rotation/job swap						
Learning group	√					
Learning resource centre (LRC)						
Qualification						
Sabbatical						

Secondment/assignment/attachment					
Self development					
Training course					
Team development					

METHODS						
DIAGNOSTICS						
360 degree feedback	√					
Action review	√					
Assessment centre						
Benchmarking						
Development centre	√					
Psychometric test/instrument/checklist	√					
Peer review	√					
Repertory grid						
DIRECTED, STRUCTURED, FORMAL, FACE-TO-FACE						
Briefing/demonstration/ presentation						

Business game						
Case studies						
Conference						
Lecture						
Seminar						
STRUCTURED, INTERACTIVE, LESS FORMAL, FACE-TO-FACE						
Away day						
Buddying	√					
Communities of Practice						
Dialogue						
Discussion	√					
Exhibition						
Induction						
Large group process						
Learning lab						

Interviewing						
Meeting	√					
Project	√					
Research						
Retreat						
Supervision						
Temporary Group - Task group/working group/committee/steering group						
Teaching						
Tutorial	√					
Witnessing	√					
Workshop and masterclass						
OPEN, LESS STRUCTURED, INFORMAL, INTERACTIVE						
Café society						
Consulting						

Counselling						
Critical friend	√					
Delegation	√					
Deputising/acting up	√					
Learning by Walking about (LBWA)						
Mentoring						
Mistakes						
Observation/listening	√					
On-the-job learning						
Questioning/asking	√					
Shadowing	√					
Travel						
Video feedback						
Videoconference/webcam/ teleconference	√					
Volunteering						
Visit						

SOLO ACTIVITIES						
Diary						
Learning log	√					
Mindfulness	√					
Meditation						
Reading						
Reflection	√					
CD/DVD	√					
Writing						
ON –LINE AND ELECTRONIC						
eLearning						
Distance learning						
Massive Open Online Course (MOOCs)	√					
Mobile Learning	√					

OpenCourseWare						
Social Media – blogs, twitter, etc						
Virtual learning environments eg Second Life						
You Tube						

OTHER METHODS THAT WORK FOR YOU AND ARE NOT MENTIONED ABOVE