

## Learning methods that can be used in various organisational contexts

Using the correct learning application for the situation [and not just because it is the latest fad] is vital for:

- Promoting and ensuring effective internal change
- Underpinning a variety of Organisational Learning and OD approaches
- Supporting current training and development activity

**POL** is an authorised<sup>1</sup> practitioner in the use of a wide range of evidence-based and validated methods and tools, drawn from many fields and disciplines<sup>2</sup> see below the range of these and their possible applications in a business context.

- ~ **A.B.I.D.E** [strategy & cultural analysis tool]
- ~ **Action Learning Sets (ALS)** [learning support and decision making method]
- ~ **After Action Reviews (AAR's)** [post-project analysis method]
- ~ **Anecdotal Circles** [interpersonal skills development method]
- ~ **Appreciative Inquiry** [problem solving method]
- ~ **A.S.H.E.N** [knowledge mapping tool]
- ~ **Butterfly Stamping** [categorisation and sensemaking method]
- ~ **CEROACAE** [experiential learning and training method]
- ~ **Communities of Practice** [team/partnership building method]
- ~ **Competency Framework Development** [job standard / skill setting method]
- ~ **Continuing Professional Development (CPD)** [personal development planning method]
- ~ **eLearning Information, Advice & Guidance (IAG)** [blended learning approach]
- ~ **Force Field Analysis (FFA)** [prioritisation tool]
- ~ **Future Backwards** [strategic planning tool]
- ~ **GROW and ACHIEVE** [coaching & mentoring methods]
- ~ **Investors in People (IiP)** [organisational learning tool]
- ~ **Knowledge Café** [informal networking and familiarisation method]
- ~ **Knowledge Contributions** [cognitive mapping for knowledge workers tool]
- ~ **Learning Capability Grid** [blended learning readiness tool]
- ~ **Narrative Construction & Capture** [whole systems learning method]
- ~ **Open Space (OS)** [self-organising large scale change method]
- ~ **RIPPLES** [evaluation of training investment tool]
- ~ **S.K.I.P.P** [sense making tool]
- ~ **Social Network Stimulation (SNS)** [knowledge management method]
- ~ **Two stage emergence** [major challenge solution method]
- ~ **TNA / ITN** [training needs identification and analysis method]
- ~ **Value Networking Analysis (VNA)** [networking support method]

<sup>1</sup> Trained in Sensemaking, Networking and Narrative tools by [Cognitive Edge](#) and in Knowledge Contributions by [KnowledgeWorx Ltd](#)

<sup>2</sup> Various disciplines and fields of thought influence our work, these include:  
Complexity Science & Chaos theory  
Knowledge & Information Management  
Open Space Technology (OST)  
Organisational Learning (OL) and the Learning Organisation (LO)  
Emotional Intelligence (EQ) and Spiritual Intelligence (SQ)  
Organisation(al) Transformation & Development (OD)