



**LEARNING MADE SIMPLE, TRAINING MADE EASY**

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# Creating Inspiring Learning

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# Agenda



- What does 'Inspiring Learning' mean? BIG Learning
- Case Study 1: Saudi Arabia (changing the culture)
- Case Study 2: Bahrain (Positive Power and Influence – Chartwell Learning)
- Case Study 3: Malaysia (The Magic of Making Training Fun!)

# 'Inspiring Learning' or 'Inspiring' Learning....

- Adjective or verb?
- **Inspiring:** to fill with an animating, quickening, or lifting influence
- Or: motivating, uplifting, exciting, stimulating
- **Learning:** the act, process, or experience of gaining knowledge or skill

# Levels of Learning



- Superficial learning (zero zone)
  - All doing, no reflection
  - All intellectualizing, no doing
- Incremental learning (comfort zone)
  - Lessons of pre-digested knowledge
  - Knowledge transfer/ download – pedagogy
  - Someone takes responsibility for your learning – you are canvases to be written on
- Big or transformational learning (stretch zone)
  - Lessons of experience
  - Uncomfortable, edgy, raises anxiety, risky
  - Whole person
  - Journey of discovery – ideas, perspectives, learning from others
  - You change as a result of learning new ‘stuff’

# BIG Learning= Inspiring Learning

Changes your :

- Competence – Knowledge, Skills, Abilities
- Identity – sense of purpose, Who am I?
- Significance – what do I want to leave behind?

- **THE LIGHTBULB MOMENT!**



# Case Study 1: Saudi Arabia



- Start-up joint venture – US and Saudi
- 4500 employees
- Average age of 29
- Change the Game!
- Journey from ‘Where have I been?’ to ‘Where am I now?’ to ‘Where do I want to go?’

# Case Study 2: Bahrain



- Positive Power and Influence is the world-renowned influence skills development programme that gives people the skills and confidence to achieve their objectives irrespective of their position in an organisation.
- PPI participants learn how to have greater impact and control over situations and events, whilst also maintaining and strengthening relationships.

# Case Study 3: Malaysia



- The Magic of Making Training Fun!
- Learner- centered
- Harder to design, more rewarding for participants
- Tell me and I forget, teach me and I may remember, involve me and I learn.”  
— [Benjamin Franklin](#)



# Inspiring Learning



- Encourages and enables taking responsibility for own learning
- Being PRESENT
- Knowing who you are (Identity) and Where you want to go
- Having FUN!



**THANK YOU**