

Is Your Learning Changing Behavior?

Glass of
Learning™
STRATEGIC LEARNING SOLUTIONS

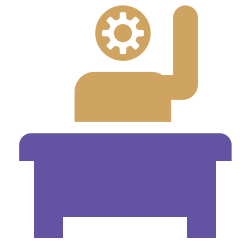


Glass of Learning
has developed an
**award-winning
learning process**
for their
**leadership
development
programs**



pre/post
self-assessments

→ a series of
**6 learning
modules**
(virtual or classroom)



← **24** weeks of
**learning
transfer**



**reflection
videos**
on key learnings
implemented



**graduation
celebrations**

In addition, participants apply all of their learning to a final project to use many of the skills they have learned and practiced over the 27-week process.



prior to beginning a leadership program with Glass of Learning participants complete a **Pre-program Self-assessment** of their perception and confidence with various **leadership skills**

This provides a benchmark to look back at once the program is complete.

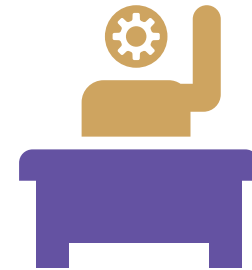
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is customized
to ensure
**context and
relevance**
related to
the job

**virtual
or live**

Supervisor & Manager
programs build on the
same themes

6 learning modules

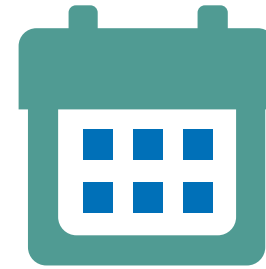


in a series of two-day sets

- 1 **Managing Performance**
- 2 **Communication**
- 3 **Time Management**
- 4 **Conflict Resolution**
- 5 **Developing Productive Teams**
- 6 **Leading with Truth and Trust**

Each set of
**virtual
or live**
sessions
is followed by
8 weeks of
learning transfer

8 weeks of learning transfer



- Insights into learning and application
- Opportunities to practice and apply the learning
- Focused on one model, idea or tool from the module
- Worksheets and examples are provided
- Apply for weekly badges by submitting
1 behavior changed, 1 new result or 1 impact on team
- Submissions individually reviewed for approval
badges, and points are awarded once complete

Once participants have completed an

8 week learning cycle

they create and submit a

reflection video



reflection videos on key learnings implemented

- Reflection clarifies individual growth, shared learning
- Deepens understanding of key learnings
- Highlights how individuals have grown
- Insights into how their teams have improved
- Ideas on what areas they still want to work on in their leadership journey



Once participants have
completed the
core learning
they complete a
Post-program
Self-assessment
highlighting self-efficacy
& confidence with various
leadership
skills

Results are compared to the pre-program self-assessment.
Growth and improvement areas plus any gaps remaining will be provided.

Once the learning modules, learning transfer, reflection videos & self-assessments are complete, participants choose **a project** to complete using **the learning** they have acquired.



graduation celebrations application project

- Provides opportunity for participants to directly apply the cumulative knowledge from the entire program
- Individuals draw on a variety of skills they have developed to achieve success with these projects
- Participants involve their team in the project
- Managers approve their projects and participants make presentations about their projects at a Graduation event
- Managers share observations on participant growth



Metrics Scorecard

Behavior changes and company key performance indicators (KPIs) are tracked

- Choose your company metrics – e.g., turnover, absenteeism, grievances, employee engagement surveys, promotions, etc.
- Feedback from participants as program progresses
- Knowledge gained after each module
- Behavior change observation surveys from managers
- Behavior change checklists to track new expected behaviors on the job

Ensured Return On Expectations



This robust
learning process
provides participants with a

**long-term
learning
experience**

that is
applicable
to their own
context and **role**



Participants make
**weekly
incremental
changes**
in their
leadership skills
and notice the **impact**
of their **actions**
to **improve** their
overall competence
and **influence** as
leaders

Change Behavior To Change Results

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