

# Agile Learning Design and Culture Building



**LIVE VIRTUAL TRAINING VIA ZOOM**

**29 October 2020**

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## LEARN HOW TO

- What is Agile learning and how it achieves better results than traditional L&D.
- Contributors to Agile learning such as micro-learning, collaborative learning and mobile learning.
- Applying Agile “sprint” principles to L&D to achieve greater speed and flexibility in developing training content and programmes.
- How various Agile learning design approaches compare with the traditional ADDIE instructional design model.

## ABOUT YOUR COURSE TRAINER

### Dr Francis Goh

**Director, R1 Training Pte Ltd based in Singapore**



Dr Francis Goh is a Director of R1 Training and also the CEO of Hehsed Consulting. Prior to this, he was the CEO at the global HR consulting firm, Mercer. Francis has more than 20 years of international experience in the technology and energy industries, having had numerous P&L and high impact leadership roles with global leaders such as Accenture, SAP, HP, Microsoft and ExxonMobil. During this time, Francis has worked across Asia, Europe and the United States.

Francis specialises in the areas of emerging solutions, breakthrough business models and innovation. He has a proven track record in building high-performance teams and overachieving both revenue and profit targets consistently. Francis is a hands-on leader with deep solution and value-selling expertise across a broad spectrum of clients in the Asia Pacific region across industries such as Retail, Supply Chain, Oil & Gas, FSI, telco, manufacturing and the government. Francis is passionate about customer experience, managing, and coaching high-performing talent. He is also a recognised keynote speaker and is frequently invited to speak at various industry platforms.

## PAST TESTIMONIALS OF THE COURSE TRAINER

*“Francis brings inspiring insights about the future impact of the digital enterprise with practical advice and development programs to enable that future state. It has been a pleasure working with him on different engagements.”*

- **CEO Southeast Asia, Aon Hewitt**

*“I liked the way Francis delivered the course at a comfortable pace. Overall a very knowledgeable and highly effective trainer.”*

- **Head of Digital Employee Experience & Analytics, Cathay Pacific Airways**

*“Francis brought together a wide range of expertise with his insights of the future digital transformation. I benefited greatly from his informative presentation highlighting new demands for the digital technology age.”*

- **Managing Director, Technology Consulting Group (Hong Kong)**

*“Selling careers to our candidates and selling problem-solving ideas to our internal customers were made much easier with Francis help. He is decisive and possesses superior listening skills. I have personally benefited from hearing Francis’ perspectives and principles. It has been a pleasure working with Francis and his team.”*

- **Head of HR, Defence Science Organisation (DSO) Laboratories Singapore**

*“Francis was very willing to share and impart his knowledge, and gave us some very good information.”*

- **Vice President, Human Capital Management, Parkway Hospitals**

## COMPANIES THAT HAVE BENEFITED FROM TRAINER'S EXPERTISE

- ACRA Singapore
- Canon
- CPF Board Singapore
- Certis Cisco
- DBS Bank
- Employees Provident Fund Malaysia
- Far East Organization
- IMDA Singapore
- Jones Lang LaSalle
- Khazanah Nasional Berhad
- DHL
- Malaysian Communications & Multimedia Commission
- National Healthcare Group
- NTUC Learning Hub Singapore
- Parkway Hospitals
- PETRONAS
- Pfizer
- Samsung
- SAP
- Shell
- Shiseido
- Singapore Press Holdings
- Singapore University of Technology and Design
- Sony Electronics

## WHY YOU SHOULD ATTEND

With the rise of technology and the rapid pace in which industry changes are happening, organisations are increasingly feeling the pressure to adapt to constant change and developments – and there's no way the organisations can adapt quickly if the employees do not keep up and learn at a faster pace.

To support learning agility, organisations need to foster an agile learning culture, and L&D teams need to find new ways of training design to keep up with the demands for speed and flexibility.

This learning & development-focused virtual training course is designed to guide L&D teams and professionals on three aspects:

1. Fostering a learner-centred and learner-driven agile learning culture and organisation.
2. Leveraging on collaborative and adaptive learning modalities to foster deeper learning within specific skills and disciplines.
3. Applying Agile principles and learning design approaches to L&D to achieve greater speed and flexibility in developing training content and programmes.

Joining this one-day virtual learning course to:

- Learn what is agile learning and why it is important in the current business climate.
- Foster an agile learning culture in your organisation.
- Learn the essential building blocks of Agile learning.
- Understand Agile learning instructional design.

## WHO SHOULD ATTEND

- Chief Human Capital Officers
- Directors, Vice Presidents, Department Heads, Managers and Team Leads in charge of:
  - Human Resources
  - Learning & Development
  - Organisational Development
  - Change Management
  - Team Management
  - Performance Management
  - Employee Experience
- Other departments in the HR function
- HR Business Partners and Consultants
- Agile Coaches

All other professional/business stakeholders involved in organisational development, employee experience, change management, team management, performance management and Agile transformation.

# COURSE OUTLINE

TIME	AGENDA
9.45 am	<b>Virtual Coffee and Networking</b>
10.00 am	<b>1. Learning and development in an Agile organisation</b> <p>Rapid and continual change in technology and ways of working mean that lifelong learning is critical. All roles need to have a component of learning built into their capacity and competencies. If the individual is not learning then they are stagnant, which, in our competitive markets, essentially equates to decaying. In this section, participants will learn what it means to have a growth mindset and how we can shift from manager-driven and instructor-centred learning to learner-centred and learner-driven learning.</p> <ul style="list-style-type: none"><li>• Learning culture/learning organisation<ul style="list-style-type: none"><li>○ What do organisations need to do in order to facilitate and support Agile learning in the company and enable a culture of continuous learning?</li></ul></li><li>• Growth mindset as an enabler of learning cultures<ul style="list-style-type: none"><li>○ Identify what it means to have a growth vs. fixed mindset and how a growth mindset helps create an environment that fosters continuous improvement and makes it safe to fail for the sake of learning.</li></ul></li><li>• Learner-centered and learner-driven<ul style="list-style-type: none"><li>○ Differentiate learner-centered learning and learner-driven learning.</li><li>○ Understand why and how both learner-centered learning and learner-driven learning play important roles in building a continuous learning culture and business agility.</li></ul></li><li>• Making time to learn<ul style="list-style-type: none"><li>○ Why is it important to ensure that employees have the time they need to learn? How do you plan for it?</li><li>○ Building slack into the system which gives employees permission and space to learn.</li></ul></li></ul>
10.45 am	<b>Break</b>
11.00 am	<b>2. Learning modalities: Industry, peer and team-based learning</b> <p>With the pace of change and the need for "T-shaped" team members there is a need to build and leverage expertise within teams and the organization as a whole. Internal experts are able to provide valuable context and disseminate information rapidly in contrast to hiring an external trainer. There are a wide variety of mechanisms available to deliver learning on a just-in-time, on-demand basis.</p> <ul style="list-style-type: none"><li>• Learn how instituting communities of practice enables teams to foster deeper learning within specific skills and disciplines.</li><li>• Leverage industry expertise through peer-based learning resources such as video learning and webinars.</li><li>• Working together with stakeholders across organisational functions and levels on shared L&amp;D goals.</li><li>• Collaborative peer learning by tapping into the experience of subject matter experts.</li></ul>

12.00 pm

Lunch

1.00 pm

### 3. Learning modalities: Adaptive learning

People process information differently and, as such, respond to learning modalities differently depending on their learning preferences. Additionally, individuals are looking for just-in-time learning vs. point-in-time learning.

- Providing a variety of learning modalities to address individual learning preferences.
- Shifting to self-paced and experiential modalities of learning that allow learners to learn key concepts and skills when and how they need to learn them (70/20/10 made real).
- Exploring
  - Non-linear learning
  - Micro-learning
  - Mobile learning

1.45 pm

Break

2.00 pm

### 4. Agile learning instructional design - how do you go about it?

In developing training programmes for the organisation, L&D teams have traditionally followed a waterfall model whereby they move from stages of requirements and design to implementation and maintenance. Training developers and instructional designers have also conventionally followed the ADDIE (analysis, design, development, implementation and evaluation) model in developing training courses, which means that training programmes and courses usually need to be fully developed before stakeholders get to try things out.

To support learning agility, organisations need to foster an agile learning culture, and L&D teams need to find new ways of training design to keep up with the demands for speed and flexibility.

- Developing learning content with speed, flexibility and collaboration through Agile learning design.
- How to work in “sprints”.
- Gaining a basic understanding of different approaches and methodologies for agile learning design such as Instructional Systems Design (ISD), Rapid Application Development (RAD), Rapid Content Development (RCD), Successive Approximation Model (SAM).
- How do various Agile learning design approaches compare with the traditional ADDIE instructional design model?

3.00pm

End

## REGISTER NOW

Agile Learning Design and Culture Building	
Format	Virtual via Zoom
Dates	29 October 2020
Price Per Person	<p>Early Bird:  <b>USD 399</b>                      (on or before 30 September)</p> <p>Regular Price:  <b>USD 499</b>                      (After 30 September)</p> <p>*Excluding GST</p>
Group Discount	10% off for Group Registrations of 3 delegates or more
Contact Person for Registration and Group Discounts	<p><b>Reggie Ola</b>                      Project Manager                      Tel: +65 6423 0329                      Email: <a href="mailto:reggieo@humanresourcesonline.net">reggieo@humanresourcesonline.net</a></p>
Amendment / Cancellation Policy	<ol style="list-style-type: none"> <li>1. All bookings are final.</li> <li>2. Should you be unable to attend, a substitute delegate is welcome at no extra charge.</li> <li>3. HR Masterclass Series cannot provide any refunds for cancellations.</li> <li>4. HR Masterclass Series reserves the rights to alter the programme without notice, including the substitution, amendment or cancellation of trainers and/or topics.</li> <li>5. HR Masterclass Series is not responsible for any loss or damage as a result of a substitution, alteration, postponement or cancellation of the event.</li> </ol>

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As the training division of *Human Resources*, HR Masterclass Series takes a proactive role in organising a regional series of public and in-house training courses across Asia. Together with our conferences and awards shows, these courses form part of a complete suite of events specifically tailored for senior HR professionals.

Courses are conducted in a personalised and interactive workshop setting with practical case studies and exercises from our expert trainer. Delegates will take away global best practices, fresh ideas and customised solutions for implementation back in their organisations.

**HR Masterclass Series is committed to being a trusted learning partner of HR practitioners throughout Asia.**

### Past HR Masterclass Series Delegates were from:

- ABB
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- Advanced Micro Devices
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- ASTRO Group
- Aviva
- Bank Negara Malaysia
- BASF South East Asia
- Canon
- CapitaLand
- Dell
- DHL
- Discovery Networks
- DSO National Laboratories Singapore
- Energy Market Authority, Singapore
- Federal Express
- Gamuda
- Genting Malaysia
- Great Eastern Life Assurance
- Grey Group
- Hilton Hotels & Resorts
- Housing and Development Board Singapore
- Infineon Technologies
- Intel
- JTC Corporation
- Khazanah Nasional Berhad
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- Prudential
- S P Setia
- SAP
- Sime Darby
- Singapore National Eye Centre
- Singapore Press Holdings
- SMRT Corporation
- ST Logistics
- StarHub
- Siemens
- Telekom Malaysia
- Tenaga Nasional Berhad
- The Walt Disney Company
- United Overseas Bank (UOB)
- United Parcel Service
- Volvo
- Wartsila
- WorleyParsons
- Yale-NUS College
- Zurich Insurance