

ICL Workshop

Skills for effective guided learning - tools for achieving ambitious learning and innovation goals

Pablo Franzolini, Barbara Kieslinger

Aims:

This workshop will provide participants with a *conceptual framework* as well as *simple and practical coaching tools* they can use for effective guided learning, and align their learning objectives with their intrinsic motivation and identified ambitious (empowering) objectives. Also it will share the latest development on Technology Enhanced Coaching from the EmployID project and discuss the advances and results to be expected in the next year.

The specific goal of this workshop is to introduce innovative coaching and facilitation concepts and tools to:

- provide participants with simple coaching strategies they can use themselves or with peers to achieve learning objectives;
- present innovative concepts and tools for self-coaching and peer coaching
- discuss facilitation strategies for implementing coaching processes in different workplace settings
- inform about latest scientific developments of technology enhanced coaching from the EC co-funded research project EmployID
- exchange of good and bad practices in self and peer coaching including the use of latest technologies

Main topics:

Technology enhanced learning solutions provide a support to a variety of formal and informal learning processes. One area that has proved to be effective for generating learning impact is the concept of coaching. Individual as well as group coaching offer promising approaches to guide learners towards taking a more active role in the continuous updating and directing of their skills and competences. Self-initiative and intrinsic motivation are important elements in order for individuals to make a better use of their own resources and align their decisions with their intrinsic motivation, making them advanced learners.

In many of today's workplaces an active engagement with learning and individual agency are important to shape one's personal work biography, career and employability. An important means for the workforce across all sectors, and specifically the increasing number of knowledge workers, to achieve this is by focusing on their continuous development of skills, knowledge, competencies and an active career development committing to learning, continuing vocational

training, mobility and flexibility. Coaching and self-coaching tools can offer support and guidance during this process.

With an open and participatory format, we will jointly work on the following lead topics:

- Definition and scope of technology enhanced coaching
- Presentation and discussion of new concepts, models and tools
- Hands-on experimentation with self coaching and peer coaching tools
- Good and bad practices; experiences from the audience
- Potential benefits and summary

Target Group:

Anyone interested in the topic may attend.

Background knowledge expected of the participants:

No prior experience in technology enhanced coaching is requested. The target groups most benefiting from attending may be: practitioners and/or researchers in workplace learning, learning experts, HR managers, coaches

Workshop Activities

The workshop will start with an initial input stemming from the organizers about innovative coaching concepts and tools. Practical as well as more advanced concepts that are still at developmental stage will be presented and discussed. Participants will be exploring a set of concepts and tools in groups and can directly experiment a few approaches. In a next step, the workshop outcome will be consolidated and experiences will be shared. In a joint effort the potential benefits shall be highlighted and recommendations for further information and uptake will be given.

The Presenter(s):

- Pablo Franzolini
 - Bs. Ma. Economist; MSc. in Management Analysis and Design of Information Systems (LSE); Professional Certified Coach by ICA (ICF-ACTP). Admin. Coordinator of the EC funded project Learning-Layers.eu
- Barbara Kieslinger
 - PhD in Lifelong Learning, certified teacher for English and Spanish, training expertise in project management, social media and eLearning. Coordinator of the EC funded project EmployID