WORK-APPLIED LEARNING
CHANGE PRACTITIONER

MAKE YOUR WORKPLACE A LEARNING ENVIRONMENT
THE PROBLEM WITH CONVENTIONAL COURSES

Many professional development courses take managers OUT of their workplace and put them into an artificial CLASSROOM environment. In this classroom, they are often taught theories that are disconnected from their workplace. This theoretical training usually leaves managers ill-equipped to tackle problems in their UNIQUE workplace. Also, in conventional courses, managers do not have the opportunity to capture learnings from actual work experiences.

WHY GCWAL’S APPROACH IS BETTER

By contrast, with GCWAL’s programmes your workplace BECOMES the learning environment. Managers don’t need to stop work to attend professional development programmes.

Instead, the learning is directly INTEGRATED into the participant’s work situation. The learning takes place AT WORK, for work, through real work-based projects.

WHY IS LEARNING FOR CHANGE SO IMPORTANT?

The world is more complex, volatile and unpredictable than ever. Organisations are constantly undergoing change caused by factors such as restructuring, competition and technology. Within constantly changing environments, skills learned in a traditional classroom quickly become obsolete. A new, more flexible style of learning for change is required to thrive in fast moving environments.

PAST PARTICIPANTS

Past participants who have implemented Work-Applied programmes come from a wide range of organisations including:

- Australia Post
- Australian Institute of Business
- Monash Health
- BAE Systems
- Department of Aboriginal Affairs
- Epic Valley Holdings, Malaysia
- Chief Ministers Office, Sarawak, Malaysia
- Light Regional Council
- Internal Revenue Commission, Papua New Guinea
- Global Carriers Sdn. Bhd. Malaysia
WORK-APPLIED LEARNING PROCESS

The participants go through a cyclical creative thinking and learning process where they:

• Critically reflect on a problem in their workplace
• Question (Q) how to solve the problem
• Define the project (P1)
• Reflect and apply the relevant knowledge (K) to provide solutions
• Achieve performance outcomes (P2) including both individual and team learning plus project and process outcomes.

HOW DOES THIS PROGRAMME WORK

The ‘Work-Applied Learning Change Practitioner’ programme will turn your workplace into a crucible of learning and change. It will make your workplace a classroom for continuous learning and growth!

In this programme, the participant will learn to:

• Identify and diagnose the need for innovation and organisational change
• Properly research the problem and process
• Construct a design for a sustainable change project plan and choose a sustainable change intervention method
• Lead and manage the people issues involved in the change process
• Communicate change in a motivating and emotionally intelligent way
• Become more comfortable with ambiguity and uncertainty while challenging the status quo.

FEES, DURATION AND STRUCTURE

The participant will complete these TWO MODULES over an 8 month period:

1. Change Using Action Research and Action Learning
2. Action Learning And Reflective Practice

The fee for this programme is $7500 per participant (plus 10% GST if in Australia).

ENTRY CRITERIA

You should have either a Bachelors degree and at least three years of work experience OR at least five years of middle/senior managerial experience. If your first language is not English and you have not completed tertiary studies in English, you are required to meet English language proficiency requirements.

MODULE 1: CHANGE USING ACTION RESEARCH AND ACTION LEARNING

The topics include:

• Managing Change: A process perspective
• Recognising the need for change and starting the change process
• Diagnosing what needs to be changed
• Leading and managing the people issues
• Planning and preparing for change: Types of Interventions
• Foundations of Action Research and Work Applied Learning
• Implementing change and reviewing the progress
• Implementation of Change through Action Research and Action Learning
• Sustaining change and learning
• Innovation
MODULE 2: ACTION LEARNING AND REFLECTIVE PRACTICE

The topics include:
• Deciding if Action Learning is right for your organisation
• Co-designing an Action Learning Programme to ensure results
• Implementing strategies for successful Action Learning Programmes
• What Action Learning facilitators do
• Evaluating Action Learning
• Understanding Reflective Practice
• Concepts and Process of Reflective Practice

MENTORSHIP BY GCWAL FACILITATORS

Throughout the learning process, the participant is individually mentored by experienced GCWAL facilitators who will help them to reflect on the project. Each facilitator supports a very small number of participants to provide HIGH TOUCH, personalised attention via phone, email and online meetings as required.

LEARNING MATERIALS AND ACTIVITIES

Participants will also engage in:
• online forum discussions with the facilitator and other participants
• facilitator-led group webinars for real time video discussion and Q&A interaction
• pre-recorded learning videos of the facilitator, supported by diagrams and slides
• directed reading of relevant articles and other learning materials through the learning management system
• written activities and challenges to encourage active learning, critical thinking and reflection.

ASSESSMENTS ARE WORK-BASED

We prefer to use the term “deliverables” for the work generated by participants. The deliverable for each module is a written report discussing the actual planning and the implementation of a REAL change project.

The change project being evaluated must:
• address a real divisional/organisational need
• have the support of senior management
• generate a tangible return on investment as well as learning, project and process outcomes.

CREATE NEW INTERNAL CONSULTANTS

GCWAL’s approach is to develop your organisation’s internal employee capabilities. As a result, the organisation won’t need to rely on external consultants which ‘act upon’ your organisation from the outside in. This programme keeps the knowledge and skills retained inhouse. As a result, it’s a much more cost-effective and more sustainable approach. The improved skills spread throughout the organisation, as opposed to disappearing when an external consultant’s project ends.
This programme seeks to create concrete divisional/organisational improvements and change. A single participant undertaking the ‘Work-Applied Learning Change Practitioner’ programme will benefit the rest of their team and the organisation as a whole.

The programme will:
- catalyse collaborative learning and genuine teamwork
- produce more creative solutions through the process of co-creation
- create a culture where individuals take responsibility for their own learning
- increase knowledge transfer between individuals, teams and departments
- improve collaboration between organisational silos
- shed new light on deeply entrenched organisational problems
- improve stakeholder engagement, project acceptance and adoption
- generate a higher return on learning and development investment
- achieve project, process and learning outcomes.

Participants who successfully complete the programme are awarded a prestigious and respected professional certification.

They are awarded the title of ‘Certified Work-Applied Learning Change Practitioner’ by GCWAL.

As shown in the diagram, GCWAL also offers two OPTIONAL additional higher certifications:

- **LEVEL 2:**
  - Senior WAL Change Practitioner (8 months)
- **LEVEL 3:**
  - WAL Change Consultant (12 months)

Alternatively, Level 2 offers an optional PATHWAY to pursue a Professional Masters Degree with selected institutions of Higher Learning in the UK and Australia.
The Global Centre for Work-Applied Learning (www.gcwal.com.au) is a management research, consultancy and development centre specialising in Work-Applied Learning (WAL) and Work-Based Learning (WBL). It was founded from the creative and innovative work of its Chairman, Emeritus Professor Selva Abraham, who has undertaken consulting and research in profit, government and community organisations in WAL and WBL over the last 35 years.

**AT GCWAL WE BELIEVE:**

- The most valuable learning is gained continuously by reflecting on REAL work experiences
- There is no learning without action, and no action without learning
- Theory must be fused with practice, and knowledge must be supported by experiences

**FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:**

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