



A CONSULTATIVE
VIRTUAL
LEARNING
PROGRAMME

EMPOWERING PEOPLE
to learn for change



WORK READINESS INSTITUTE
AUSTRALIA

WORK-BASED MANAGEMENT LEARNING PROGRAMME

A COLLABORATIVE PROGRAMME OF
WORK READINESS INSTITUTE AUSTRALIA AND
GLOBAL CENTRE FOR WORK-APPLIED LEARNING



THIS UNIQUE MANAGEMENT LEARNING PROGRAMME ENABLES MANAGERS TO DEVELOP A DEEPER UNDERSTANDING ABOUT A BUSINESS/MANAGEMENT AREA TO ADDRESS AND APPLY TO THE CURRENT AND FUTURE NEEDS OF THEIR ORGANISATION

ABOUT THIS PROGRAMME

The Work-Based Management Learning (WBML) Programme has been developed by Work-Readiness Institute Australia (WRIA) in collaboration with Global Centre for Work-Applied Learning (GCWAL).

It uses a unique consultative work-based learning approach for the learning and development of managers based on the current and future needs of the individuals and their organisations in the changing environment that the world is going through.

The managers and their organisations will identify the relevant business or management skills and knowledge that will benefit the individual managers as well as the needs of their organisation.

With the support of WRIA programme facilitators, the managers will plan and undertake the initial implementation of a work-based project which will enable them to acquire the relevant business or management skills and knowledge.

The work-based project is at the centre of the individual's development and the organisation's need. Managers will reflect with their immediate supervisor on the business or management knowledge areas relevant to the work-based project. Such a process enables the managers to achieve the project outcomes for the organisation as well as the learning outcomes for themselves and their immediate supervisors.

This programme is delivered online with in-built facilitation and coaching and the learning is directly INTEGRATED into the participant's work situation through a reflective practice process.

WHO SHOULD ATTEND

This programme is designed for managers and potential managers who have been identified as they would benefit as this Work Based Learning Management project will help them to not only be more effective in their jobs and improve their performance.

HOW DOES THIS PROGRAMME WORK

PROGRAMME STRUCTURE

The WBMLP programme is a **4 month** online programme, during which the managers will:

- scope the work-based management learning project based on the needs of the departments and their respective managers, with the approval of their immediate supervisor
- evaluate the current business/management knowledge areas relevant to their work-based management learning project
- systematically analyse and synthesise the information for their work-based management learning project
- adapt and integrate the knowledge to their work-based management learning project
- develop a work-based management learning project plan and undertake the initial implementation of the project, and
- evaluate the initial implementation of the project with their immediate supervisor.

ROLE OF THE PARTICIPANT

Each participant will produce the following deliverables:

- A work-based management learning project plan
- a monthly reflective report on the initial implementation of the WBML plan; and
- A project implementation report, integrating the monthly reflective reports and a summary of the participant's reflections on the development of the work-based project.

ROLE OF THE MANAGER

The manager of each participant plays a crucial role in this programme. The participants will provide their managers the WBML project plan for their approval, the monthly reflective reports as well as the implementation report. In addition, the managers will receive the copies of the WRIA facilitator's written feedback on the reflective reports.

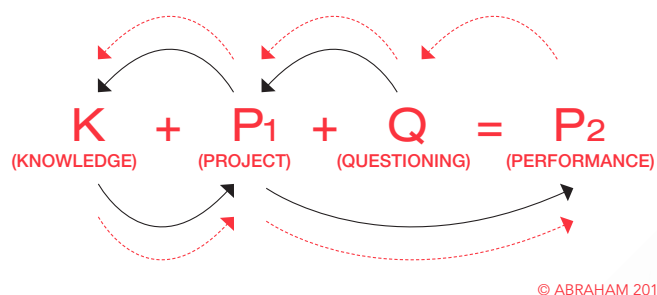
The triangulation process comprising the reflective reports from the participant, feedback from the WRIA facilitator and the manager's observations of the participant will aid the manager to assess the participant's progress.

ROLE OF WRIA PROGRAMME FACILITATOR

Experienced WRIA Programme Facilitators will provide written feedback on the WBML project plan and reflective reports produced by each participant. They will also facilitate monthly group webinars to assist in the learning process as the participants reflect on their project and their development in the context of the planning of WBML project and initial implementation.

CONSULTATIVE WORK-APPLIED LEARNING (WAL) PROCESS

In this programme, you will go through a consultative WAL process as summarised in the learning formula:



They will:

- Critically reflect on the relevant business and management skills they need to acquire
- Question (**Q**) how to solve the problem
- Define their work-based project (**P1**)
- Reflect and apply the relevant knowledge (**K**) to achieve the required skills
- Achieve performance outcomes (**P2**) including learning and project outcomes.

PROGRAMME KNOWLEDGE (K)

With the guidance of the WRIA facilitators, the managers will access business/management knowledge specific to their individual work-based project.

In addition, WRIA will provide directed readings on Work-Based Learning and Reflective Practice.

LEARNING MATERIALS AND ACTIVITIES

Managers will also engage in:

- directed reading of relevant articles and other learning materials through the learning management system and on-line library
- pre-recorded learning videos and activities to encourage active learning, critical thinking and reflection.

PROGRAMME DELIVERABLES

Managers will produce a work-based project plan including an integration of the relevant knowledge to their work-based project; and a report on the initial implementation of their plan.

Participants who do not complete the deliverables to the required standard will receive a **Certificate of Participation** from WRIA and GCWAL.

CERTIFICATION OF COMPLETION

Those participants who complete the deliverables to the required standard will:

- receive a **Certificate of Completion** from WRIA and GCWAL,
- be able to join Manager and Team Change programmes delivered by GCWAL

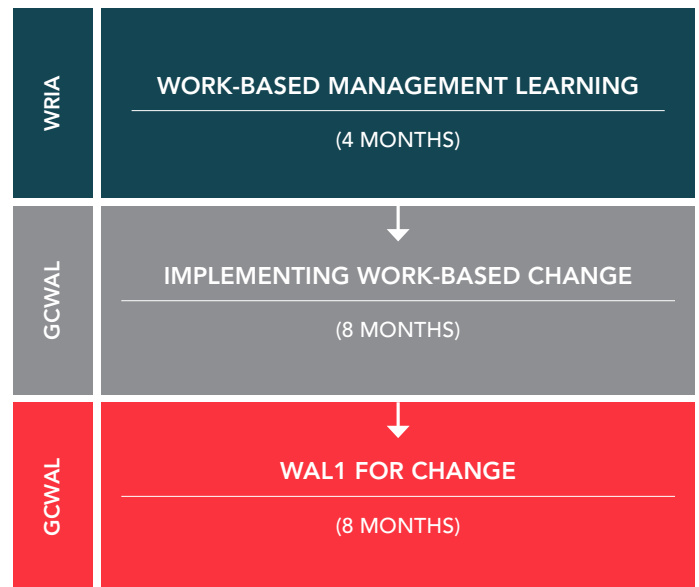
PROGRAMME FEES

The programme fee per participant is **AUD4,250, plus GST**. Each cohort requires 15 managers. Where the programme is delivered outside Australia, the same programme fee applies, plus any applicable taxes in that country. In the event a corporate client or association requests a customisation of the programme, an additional fee is applicable. While the programme fee is set for one year, the impact of global changes could result in a fee increase.

OPTIONAL PATHWAYS

Pathways to further GCWAL programmes in Work-Based Management Learning and Change are available on completion of the WBML programme as shown in the diagram.

Further details are available on request.



ABOUT



Work-Readiness Institute Australia (WRIA)

(www.gcwal.com.au/work-readiness-institute-australia)
WRIA is a work-based learning and development arm of the Global Centre for Work-Applied Learning (GCWAL), and specialises in work readiness. It is an independent entity committed to developing people who are in the transition of change into their first job in an organisation as graduates, their first management job, a new middle management position or a new business role where they require new business concepts and practice.



At the **Global Centre for Work-Applied Learning** (www.gcwal.com.au), we empower individuals, teams, and organisations to learn to enable change.

Our suite of learning programmes is designed for a range of people from starting graduates to senior management. Each programme uses our consultative work-applied learning (**WAL**) process to achieve change, whether at an individual, team or organisational level. All programmes are delivered online with inbuilt support from experienced facilitators.

FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:



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