

A CONSULTATIVE
VIRTUAL
LEARNING
PROGRAMME



NEGOTIATED PROFESSIONAL DEVELOPMENT

A WORK-BASED LEARNING APPROACH



THIS UNIQUE PROFESSIONAL DEVELOPMENT PROGRAMME ENABLES MANAGERS TO DEVELOP A DEEPER UNDERSTANDING ABOUT A BUSINESS/MANAGEMENT AREA TO MEET THE CURRENT AND FUTURE NEEDS OF THEIR ORGANISATION

ABOUT THIS PROGRAMME

The Negotiated Professional Development (NPD) Programme has been developed by Global Centre for Work-Applied Learning (GCWAL).

It uses an unique work-based learning approach for the professional development of managers based on the current and future needs of the organisations in a changing environment.

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

With the support of GCWAL 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 supervisor.

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 who have been identified for professional development by their organisation.

HOW DOES THIS PROGRAMME WORK

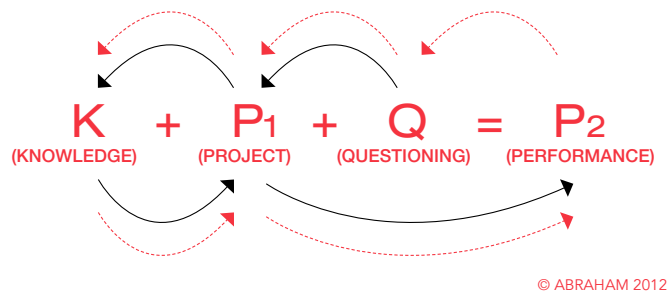
PROGRAMME STRUCTURE

The NPD programme is a **5 month** online programme, during which the managers will:

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

CONSULTATIVE WAL PROCESS

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



You will:

- Critically reflect on a problem in your 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 learning and project outcomes.

PROGRAMME KNOWLEDGE (K)

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

In addition, GCWAL 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.

GUIDANCE BY GCWAL FACILITATORS

At scheduled times, managers are individually guided by experienced GCWAL facilitators who will help them to reflect on their work-based project. Each facilitator supports a small number of managers to provide HIGH TOUCH, personalised attention via phone, email and online meetings.





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.

PROGRAMME FEES

The programme fee per participant is **\$5000+GST**. Each cohort requires 4 to 6 managers.

CERTIFICATION

- Managers who complete the deliverable will receive a **Certificate of Completion** of this NPD programme.
- Managers have an option of gaining **advanced standing in a professional Masters degree** at a university in the UK. For this, they must meet the relevant entry criteria and complete additional components of the deliverable at postgraduate level. Further details are available on request.



ABOUT THE GLOBAL CENTRE FOR WORK-APPLIED LEARNING

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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