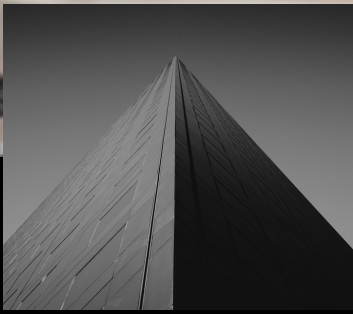


ACTIVE LEARNING STRATEGIES

ARE YOUR PEOPLE READY?



UNLOCK
POTENTIAL



CHANGE
CULTURE



DEVELOP
LEADERSHIP

What if you had all the capabilities, the attitudes and the culture you needed to lead your organisation through the next chapter? Active Learning enables you to focus in on what you need, learn from in-house exemplars and scale that excellence.

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THE LANDSCAPE



Market Trends

Active Learning Strategies is one of the **top 10 skills for 2025 and beyond according to the **World Economic Forum's Future of Jobs report.****

Active Learning Strategies are those that give someone the ability to:

- Be curious and seek new ways of doing things
- Understand the implications of new information
- Assimilate the learning in to core competencies

It is easy to appreciate why it's in the top 10 because it is essentially the recipe for sustainability in your people force. It is also the recipe to embed leadership at all levels regardless of hierarchical structures.

Active Learning Strategies help your people thrive in our current world of work rather than be out-stripped by the pace of things. It is an umbrella term for learning and teaching methods which puts the student in charge of their own learning through meaningful activities.

In order for your people and thus your teams and thus your company to operate successfully there must be a sustainable strategy to recognise capability assets, understand the implication of the new information and assimilate it so you can quickly unlock and unleash potential in your people.

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The Challenge

70% of Employees

On average, employers expect they'll need to offer re-skilling and up-skilling to just over 70% of their employees by 2025 in order to just keep up and stay competitive.

94% of Business Leaders

94% of business leaders report that they expect employees to pick up those new skills on the job, a sharp uptake from 65% in 2018.

88% Growth

Those in employment also investing more in personal development courses, which have seen 88% growth in recent years.

100% Certain

We are 100% certain that Active Learn Strategies are the future for how employees and business leaders ensure the focus on development leads to sustainable growth and change.

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The solution

Modelling is how you achieve Active Learning. It is straight forward to understand and to implement. It gives you the added benefit of unlocking the good stuff so that you can scale it across your teams.

What is modelling?

Modelling is the process of recreating and replicating structures of excellence. We all know that person who 'has what it takes'. Modelling helps us understand their values and beliefs, the thinking and emotional processes that underlie the skill or behaviour. Once understood we can code that structure, share it and help people to emulate that excellence. The exemplar often learns as much about themselves as the learner!

It borrows from the best of Mentoring, Coaching and Training principles, plus adds techniques specific to modelling:

Mentoring: Sharing knowledge, skills experience

Coaching: Behaviour change, unlocking potential, peak performance

Training: Best elements of passive learning

Modelling: Recreating excellence by studying how an exemplar achieves moments of grace

What are the impacts of modelling?



SELF-MANAGEMENT



VIBRANT CULTURE



LEADERSHIP AT ALL LEVELS

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MODELLING FOR SELF-MANAGEMENT

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The World Economic Forum defines **Self-Management** as the ability to use awareness of one's emotions to stay flexible and positively direct one's behaviour.

While mastering self-management may seem like a no brainer considering wider market trends and current global events, the road to mastery is not always as well paved as it should be.

- Increasingly more employers expect their employees to self-manage their own development and careers.
- While technical and domain up-skill opportunities abound, sustainable, relevant, scalable up-skill opportunities for self-management are less established.
- Many employers put an emphasis on seeking out and developing "hard skills" (technical and domain capabilities) while neglecting "soft skills" (self-management), viewing them as nonessential or passively developed skills. The negative impact of this neglect is felt by the individual and the organisation.

What skills do I need to be future ready?



Where does that leave the employee who wants to be future ready and needs to find the best way to master self-management?

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MODELLING FOR A VIBRANT CULTURE

 KEPAGA



A Vibrant Culture is comprised of a group's unwritten values and behavioural norms as experienced in the context of the predominant leadership style.

It's easy enough to find information on the importance of creating an environment that fosters a great culture. There are many examples given on the patterns of behaviour that create a vibrant culture.

However a strategy or pattern is much deeper than the process of behaviour. It will include, what one is thinking and feeling, the language used, unique experiences and memories, specific ways of doing things, driving energy and attitudes, it's what is ignored as much as what is focused on. It's the whole package that makes up the human experience.



So how is it possible to define the unwritten values and patterns of behaviour that you want to establish at scale so you can achieve your outcomes?

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MODELLING FOR LEADERSHIP AT ALL LEVELS

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Leadership is a process of social influence, which maximises the efforts of others, towards the achievement of a goal.

How do I set in to impactful leadership when I don't hold any real authority?



There is no one official agreed up on definition of leadership. According to Warren Bennis in *Leaders* (1997) "academic analysis has given us more than 850 definitions of leadership".

Bennis references only traditional historical concept of leaderships. However, more recently the concepts of leadership at all levels has been recognised as a key contributor to thriving organisations.

Employees can often struggle with conflating the concepts of management, leadership, authority and power. However the World Economic Form identifies the four key leadership characteristics as:

- Curiosity
- Resilience
- A "we" mentality
- Flexibility

How do you help your people demonstrate leadership at all levels and think differently about traditional concepts of leadership?

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ACTIVE LEARNING STRATEGIES

ARE YOUR PEOPLE READY?

MODELLING AS ACTIVE LEARNING



In this next section we will share with you how you can implement modelling within your organisation and answer the questions raised:



SELF-MANAGEMENT

Where does that leave the employee who wants to be future ready and needs to find the best way to master self-management?



VIBRANT CULTURE

So how is it possible to define the unwritten values and patterns of behaviour that you want to establish at scale so you can achieve your outcomes?



LEADERSHIP AT ALL LEVELS

How do you help your people demonstrate leadership at all levels and think differently about traditional concepts of leadership?

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MODELLING EXAMPLES



Learn from those around us



Easily and effortlessly:

Connects and collaborates with people. Breaks down silos. Is fully present and in the moment.

Would like to learn how to:

Set a mission and a vision so that his team members can act with autonomy.



Easily and effortlessly:

Understand the customer. Engineers simple technical solutions that get to the heart of the matter

Would like to learn how to:

Challenge bravely so that we're not limited by bureaucracy and the status quo.



Easily and effortlessly:

Cares about how things are done. Challenges bravely even if it could be to her detriment.

Would like to learn how to:

Engineer simple solutions that help her team be more effective.



Easily and effortlessly:

Sets a vision and mission that people can hook onto.

Would like to learn how to:

Connect, collaborate and break down silos to make that vision a reality

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MODELLING IN FOUR EASY STEPS



Define

Define what qualities of self-management, vibrant culture and leadership at all levels will make the difference for your organisation.



Find

Recognise those in your organisation who have one or more of those qualities.
Top tip* Peer to peer voting works well here.



Model

Model the quality and codify how they do it. The expert's own theories explain their success.



Scale

Share and teach others the model so they can integrate it in to their own codes for how they operate.

Essentially, you end up with a self-sustaining, learning organisation. Codify the qualities and strategies already making a difference in your organisation rather than relying on bringing external exemplars who have had success in completely different contexts.

At KEPAGA we develop your organisation's modelling skills. We can design and deliver the programme that suits your needs so that modelling ends up being a part of the fabric of your organisation.

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PROFESSIONAL TRAINING AND COACHING

BE FUTURE READY NOW

APPENDIX

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 info@kepaga.com

 www.kepaga.com

PROFESSIONAL TRAINING AND COACHING

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THE KEPAGA APPROACH



We've spent the better part of the last 20 years deep in the trenches working in financial services and information technology doing hard yards, making all the mistakes, learning from them and creating systemic organisational change through developing people. And we've got the scars to prove it.

Add to that the [World Economic Forum](#) emphasising the skills of the future include resilience, stress tolerance and people skills, soft skills are no longer a nice-to-have in your people, they are the difference that makes the difference.

We bring to the table a powerful blend of first hand expertise and best practice principles from Neuro-Linguistic Programming, Agile and Executive Coaching.



Because we are so passionate about unlocking potential in the people we work with, we use a holistic approach to address the whole person. Our programmes go deeper than simply establishing understanding. They create sustainable change by incorporating a combination of deliberate practice, coaching and contextualising to ensure individuals can apply these valuable principles throughout their lives.

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OUR TEAM



FOUNDERS



Kerry inspires leaders to reach their fullest potential. She is an award-winning leader through her work in diversity and inclusion. With more than 20 years' hands-on experience working in the financial services industry she understands the challenges and opportunities facing leaders in the Age of Digital. Her internationally-focused work designing and implementing bespoke leadership and coaching programmes has afforded her the opportunity to learn what the difference is that makes the difference for people and organisations. She is a mischievous explorer of hearts and minds and enables growth and positive change.



Gabby is a global leader in digital and cultural transformation, previously driving Deutsche Bank's group-wide adoption of Lean, Agile and DevOps for over 80,000 employees in over a dozen locations worldwide. She led a large cross-functional, multinational, product-oriented transformation team of coaches, trainers, testers, developers, and process experts who were involved in every aspect of change to the organisation's ways of working.

KEPAGANAUGHTS

Our highly experienced team of learning and course design specialists, executive coaches, therapists and trainers are the essence of what makes our customers rave about KEPAGA. Our team have pretty much seen, done and heard it all. We have a wealth of experience from a range of industries with one unifying purpose: helping people develop and reach their fullest potential so they are high performing contributors to their companies.



Rhiannon



Sarah



Ed



Whitney



Kirsty



Laura

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FRIENDS WE'VE MADE ALONG THE WAY



Deutsche Bank



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PROFESSIONAL TRAINING AND COACHING

BE FUTURE READY NOW

TESTIMONIALS

 KEPAGA

“

I knew I needed something but I wasn't completely sure what. What I did know was that I felt blocked. By the end of my first session with KEPAGA I felt equipped with a practical way of tackling what was in front of me, accompanied by a renewed sense of confidence.

-Joel, COO Tech Start Up

Could I have imagined what would have happened when I started, and where I've come to? No. I have grown and it's an amazing experience with incredible people that have helped me on this journey. Would I recommend it? Absolutely. It's been the best experience I've had.

Lisa, Programme Manager Digital Market

Our time with KEPAGA has helped us come together and work towards the goal of good leadership. - Simon, Director Financial Services

I've enjoyed a successful career on the cutting edge of the Cyber Security industry. I was into it before it was even at thing. For the last 20 years I have prided myself on being able to outwork anyone. With a background as a professional athlete, I know how to lock in and when I lock in, I'm unstoppable. I've reach a point in my career where I needed to reconnect with my core values and gain a few new capabilities in order to push things to the next level. I had been looking for a coach for a while to help me do this. I've definitely found the right coach in KEPAGA. -Tim, Service Creation Telecommunications

I held a belief that I couldn't effect change. Following the programme, I have learnt to challenge my limiting beliefs. - David, Vice President Technology

What I appreciate most about KEPAGA was their willingness to respond to the needs of our business and individuals and the combination of independent and in-person training. - Kris, Managing Director Investment Bank

Love what you guys are doing. Wish I had this when I was 20. I can see where this will impact at many levels. -Luke, President Franchise

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