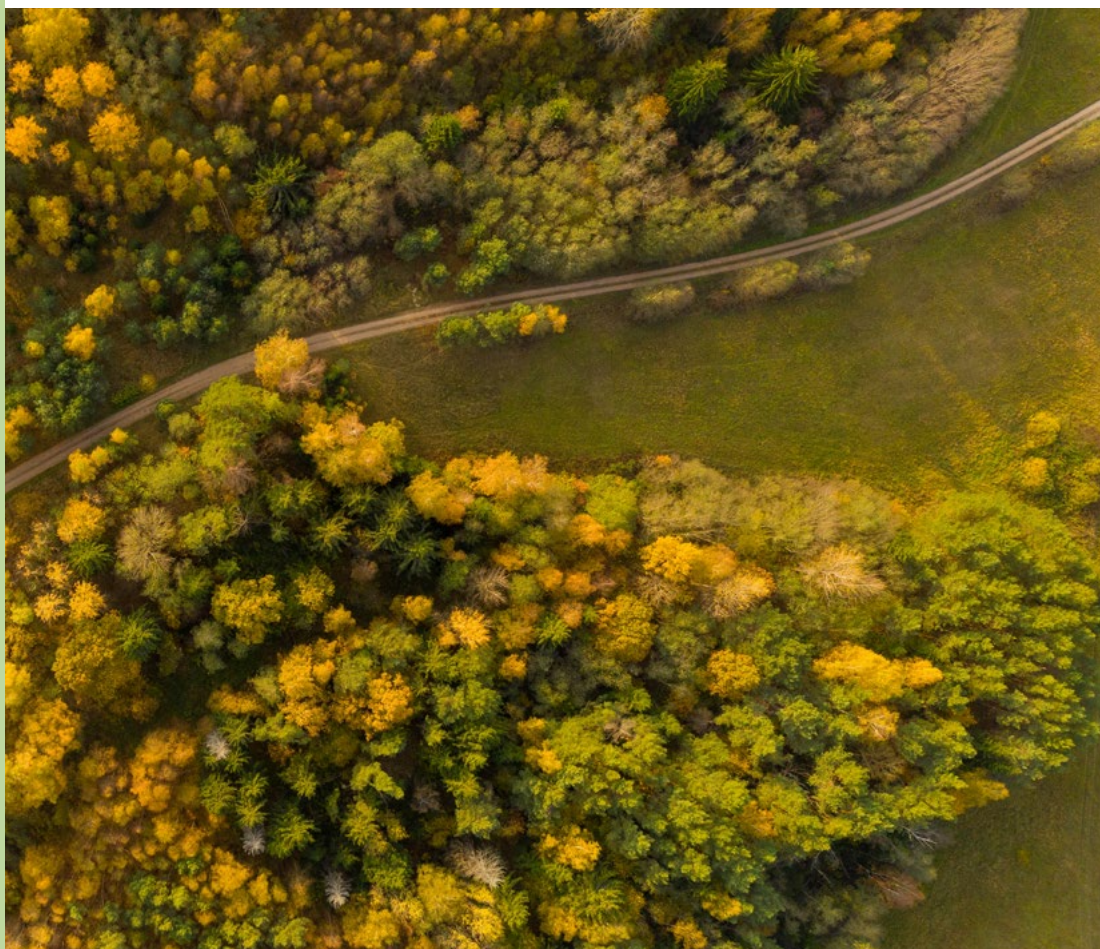


Integrating Learning Post Offsite



An aerial photograph of a lush forest with a mix of green and yellow trees, suggesting autumn. A dirt road winds through the forest, and a river flows alongside it. The scene is captured from a high angle, looking down on the landscape.

“A life without cause is a
life without effect.”

Paolo Coelho

Integrating Learning

Post Offsite

This document contains questions and prompts designed to help you consolidate your learning following your TOWARD experience. Please follow the questions and record your answers in the spaces provided.

**There is a podcast that accompanies this exercise sheet.
We recommend you listen to it before completing the questions.**

In the accompanying podcast we highlight five things a leader can do to consolidate learning and maintain momentum following your development session. These are:

- 1 Protect the time**
- 2 Keep learning front of mind**
- 3 Identify tiny adjustments or sweeping change**
- 4 Share your intention**
- 5 Review**

1. Protect the time

What is a realistic amount of time you can dedicate to your ongoing learning and development (you might want to consider on a weekly or monthly basis)?

Type your answer below

What would be the best way for you to use this time?

Type your answer below

How can you ensure this time does not get derailed or encroached upon?

Type your answer below

Who do you need to discuss or contract with regarding protecting this time?

Type your answer below

2. Keep learning front of mind

What was the most significant piece of learning for you from your development session?

Type your answer below

How are you applying this to your day to day leadership?

Type your answer below

How can you keep this learning front of mind?

Type your answer below

What else do you need to consider?

Type your answer below

3. Identify tiny adjustments or sweeping change

What are you trying to do differently as a result of your development session?

Type your answer below

What are the implications of doing this as a sequence of tiny adjustments, versus a significant sweeping change?

Type your answer below

What do you need to be mindful of in making such a change?

Type your answer below

4. Share your Intention

What is your intention behind the change you are seeking to make?

Type your answer below

Can you state this in the positive?

Type your answer below

Who do you need to share this intention with?

Type your answer below

What requests do you need to make of them?

Type your answer below

5. Review

**How can you build in your own review process? What does this look like?
How often will you review?**

Type your answer below

**Questions are a brilliant starting point for a review process.
What questions would you like to ask yourself at your own review session?**

Type your answer below