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Intentional Learning

April 2007

Increasing Learning Capacity and Capability

Welcome to the newest edition of *Intentional Learning*.

Learning Quotes

Consider the following...

Learning is not compulsory...neither is survival. W. Edwards Deming (1990-1993)

William Edwards Deming was an American statistician, college professor, author, lecturer, and consultant. Deming is widely credited with improving production in the United States during World War II, although he is perhaps best known for his work in Japan. There, from 1950 onward he taught top management how to improve design (and thus service), product quality, testing and sales. Deming made a significant contribution to Japan becoming renowned for producing innovative high-quality products.

intentional LEARNING Skills and Strategies

Learning Competencies



What is a 'competency'? A **competency** is a grouping of knowledge, skills and abilities that are required to perform effectively in a particular identifiable area.

As the creator/designer of CSTD's Training Competency Architecture (TCA) and other competency systems for various companies, I've noticed that organizations rarely, if ever, include learning competencies. Yet, acquiring the other competencies depends on employees being effective learners.

The most valuable employees in your organization are the ones who can quickly learn new job skills and keep up-to-date on new policies and procedures, products and services, and computer applications to meet and exceed job expectations. They know how to process high volumes of information and apply it appropriately in new situations. They know how to efficiently and effectively gain, retain, recall and use new knowledge and skills to meet customer needs.

There's so much more to being an effective learner, especially in today's complex, content-heavy, high performance environments. Learning is a skill just like any other skill. By focusing on increasing your own and your employees' learning capacity and capability you will also increase your training ROI. Learners who know how to learn are like walls that are prepared and primed for paint or wallpaper. The learning sticks and the results are exactly what you want.

intentional LEARNING involves a proactive and interactive learning process to learn about and develop these learning skills and strategies based on a **Learning Competency Architecture**.

LEARNING intelligence Workshop

****Newly Designed Workshop****

Who Should Attend? If you or your employees:

- are overwhelmed by the volume and complexity of what you need to learn and want to learn how to handle it;
- want to increase your personal employability and keep ahead of the job competition;
- want to increase your personal expertise and value to your organization;
- need to know the best learning strategies for your unique learning style;
- need to learn how to more efficiently gain, retain, recall and use new knowledge and skills;
- want to get more value out of participating in upcoming learning initiatives (i.e., workshops, seminars, conferences, and e-learning programs); and/or
- need to quickly learn new product knowledge, computer applications, new/changing job skills, and/or policies and procedures.

then this workshop is for you.

Overall Learning Outcome: By the end of the workshop you will know for sure how to learn what you need to learn and why the learning process, skills and strategies work.

More Info: To find out more about this workshop and other **intentional LEARNING** products, contact Valerie Dixon at Learnware Design Inc.

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email: learnwaredesign@rogers.com

phone: (905) 771-9756

web: <http://www.learnwaredesign.com>

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Learnware Design Inc. | 282 Valleymede Drive | Richmond Hill | Ontario | L4B 2C6 | Canada