Virtual Facilitation Programmes

helping you see the new world view

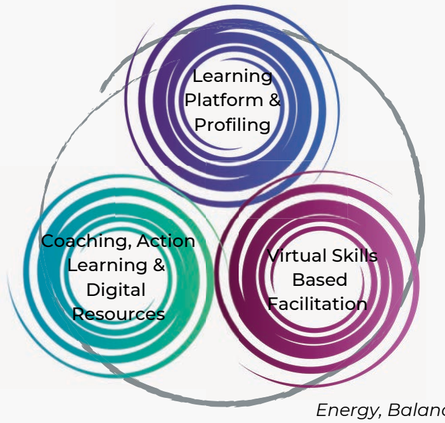
www.choosetogrow.co.uk

CHOOSE TO GROW

Virtual Lean Learning Solutions

WITH A HUMAN TOUCH

The future of work: embracing purpose, potential, perspective & possibility with Virtual Learning



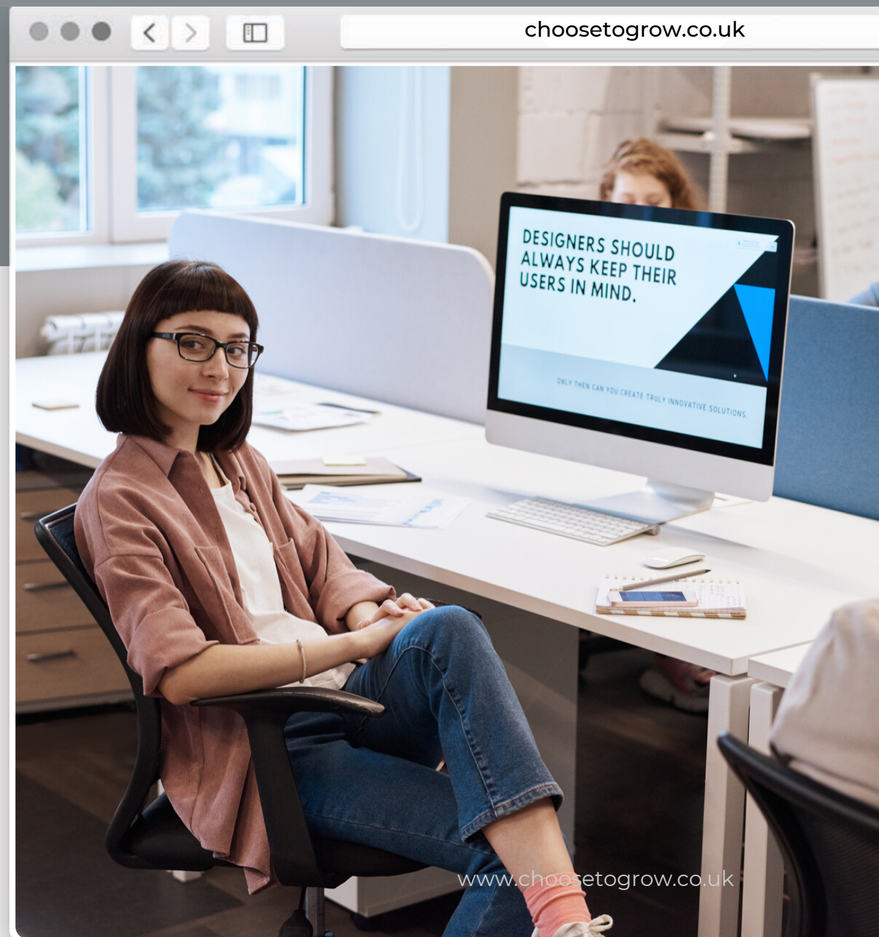
Energy, Balance, Digital Transformation

Choose to Grow

Virtual Facilitation Programmes

helping you future proof your organisation

For us it's not just about reusing and dumping face-to-face learning into an online format - it is a far more profound, transformational L&D opportunity



It's time to re-examine whether humanity & technology are really in conflict when it comes to learning

THERE IS NO DOUBT THAT SOME LEARNING IS BETTER DONE FACE TO FACE WHERE POSSIBLE

But it **is** possible to resolve the seeming paradox of finding ways to remain distinctly human in a technology-driven world.

IT'S ABOUT CREATING NEW LEARNING HABITS & MANAGEMENT PRACTICES

So people can adapt, behave, and work in partnership with the new technology available to them; achieve a sense of meaning, connection and resilience, maximising potential through the cultivation of new skills, rituals, thinking & behaviours via virtual learning solutions.

Our environment drives profound societal & organisational shifts

Leaders have the opportunity to design the future of work, building on the lessons and the practices they executed during times of turbulence, and we are no different. We have formulated our virtual facilitation programmes that focus on these four principles to maintain our human touch:

PRIORITISE

DIGITISE

SOCIALISE

HUMANISE

PRIORITISE

developing resilient teams

We will help you keep your workforce engaged & motivated whilst giving them the skills to keep your organisation in flow

Are you a business leader challenged with getting performance from remote teams & leading through a crisis?

We have your back! We can roll out and track unlimited users anywhere in the world on their learning journey using our virtual platform

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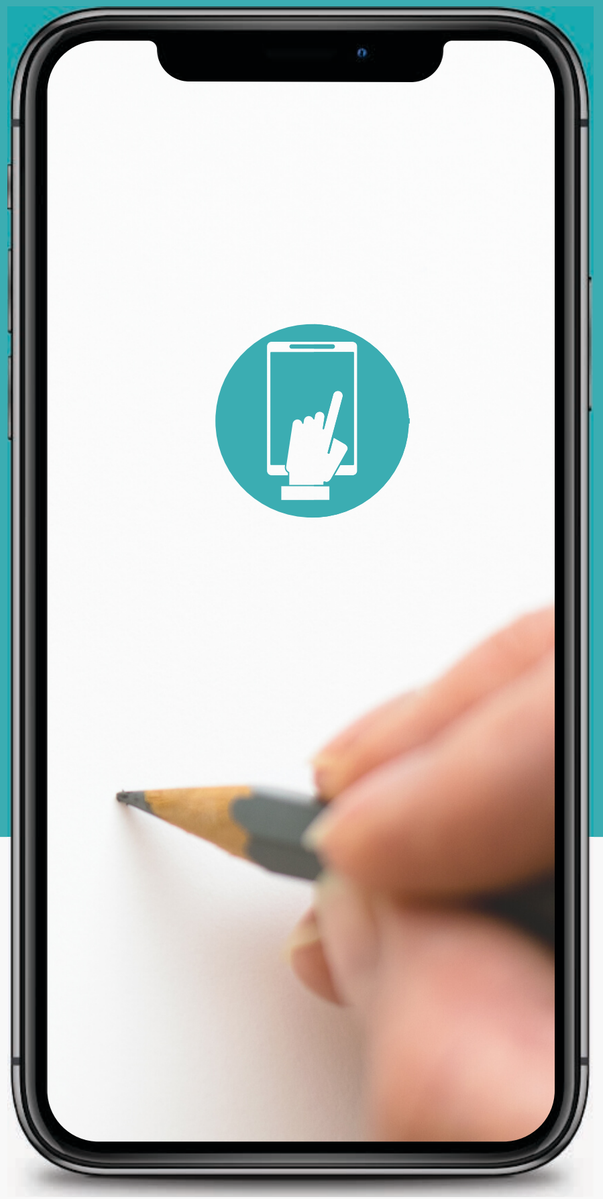
PRIORITISE

DIGITISE

future proofing your learning



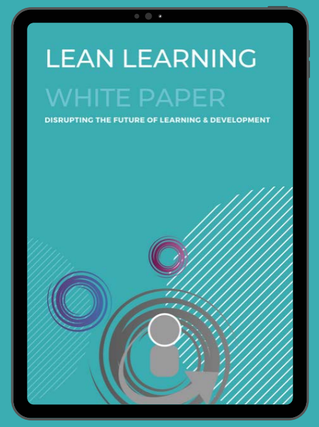
Rather than trying to stop an inevitable storm of change we have created effective learning solutions that move with the storm, draws energy from it and creates a platform of stability within it

How it works

- You have the technology
- We have the digital infrastructure

We have already thought about the systematic learning ecosystems and environments that humanise our delivery - they were already at the heart of our practice

request a copy.

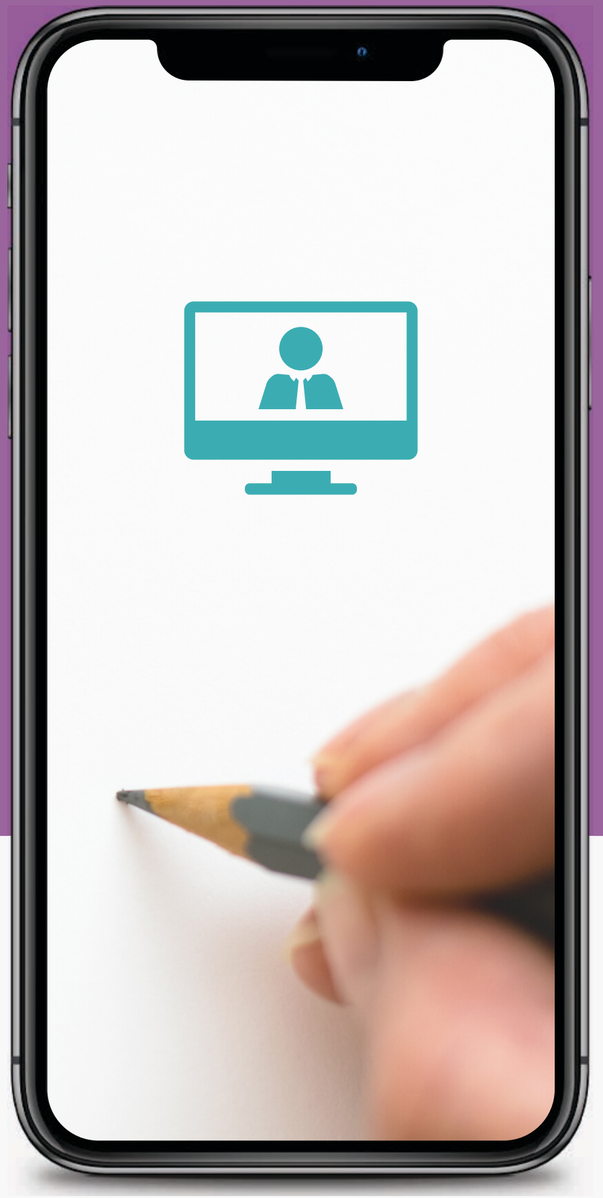


PRIORITISE

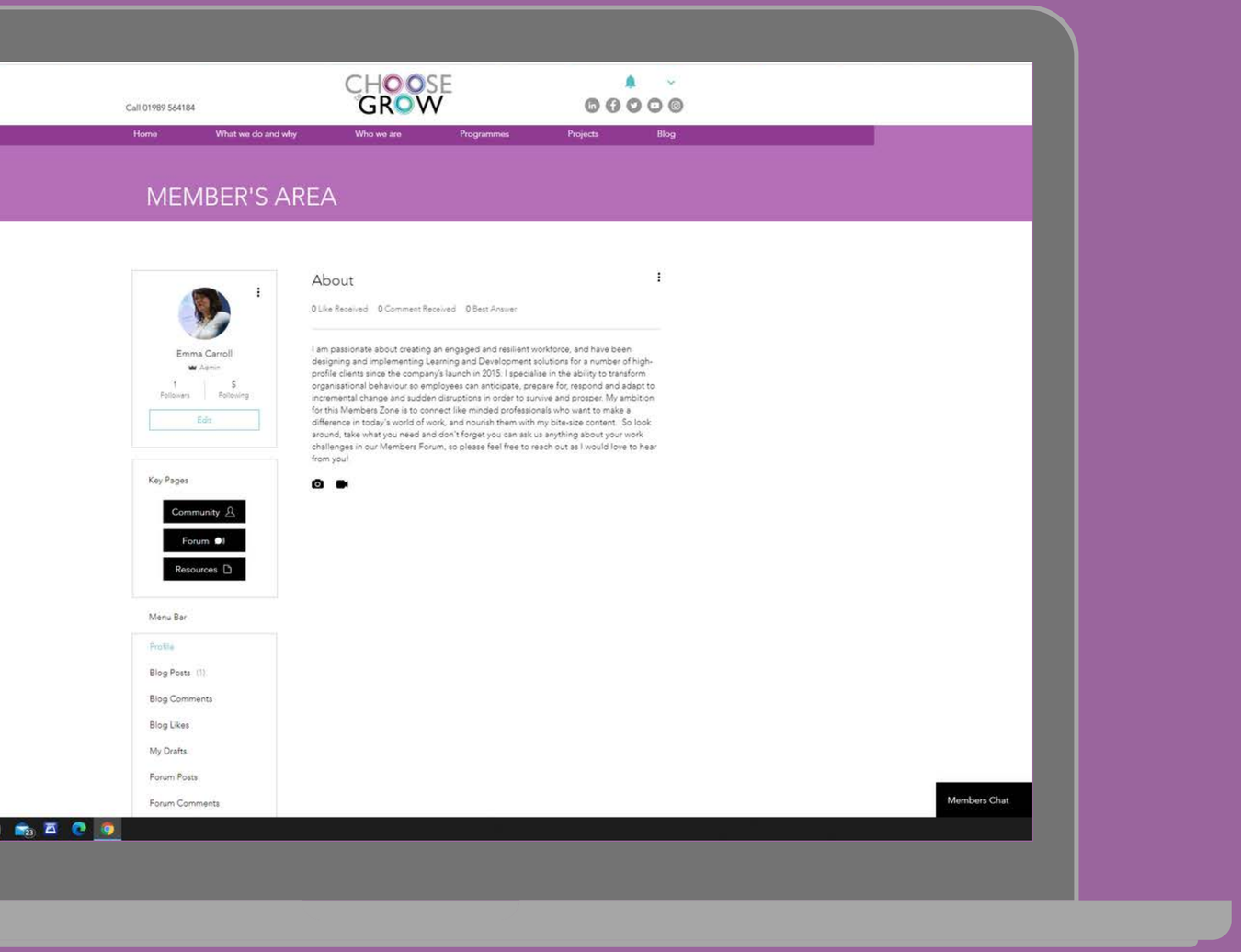
DIGITISE

SOCIALISE

maintainging flow in your organisation



We can help you turn agile learning challenges into virtual lean learning opportunities to collaborate



WE MIGHT BE FACED WITH A NEW WORLD OF SOCIAL CONNECTION

But our virtual facilitation programmes support social learning & help your people build the right networks wherever they are in the world

PRIORITISE

DIGITISE

SOCIALISE

HUMANISE

creating resilience within your organisation

We understand that people now need to learn in the flow of work.....and life!

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CHOOSE
GROW

WE CONCENTRATE ON HUMAN CENTRED LEARNING DESIGN

HERE IS THE HOW

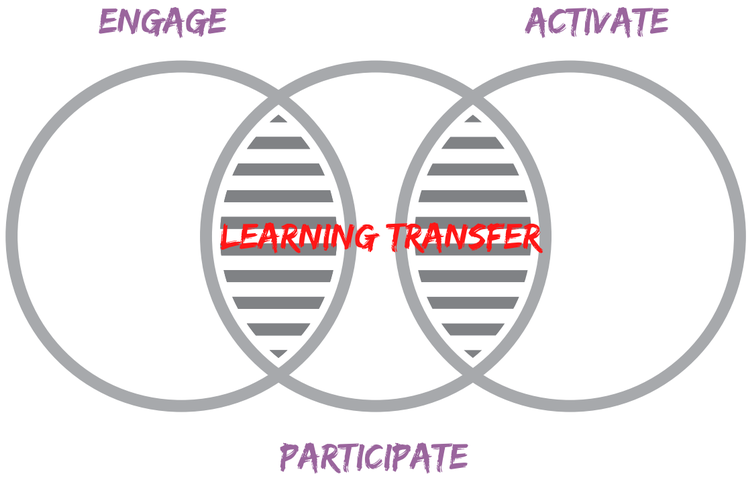
FOR INDIVIDUAL LEARNERS, THIS LEARNING CYCLE CONSISTS OF THREE PHASES

We ensure you remain distinctly human in a technology-driven world.

We deliver virtual learning experiences that embrace your purpose, potential, and perspective. The result? A fusion of your people and our technology that creates improved, sustainable performance at work.

1.DRIVE ENGAGEMENT

Capturing the hearts and minds in the run up to the virtual sessions is just as vital for the transfer as the magic content itself. We advocate a 'Discovery' & Marketing' phase to do the work on this upfront



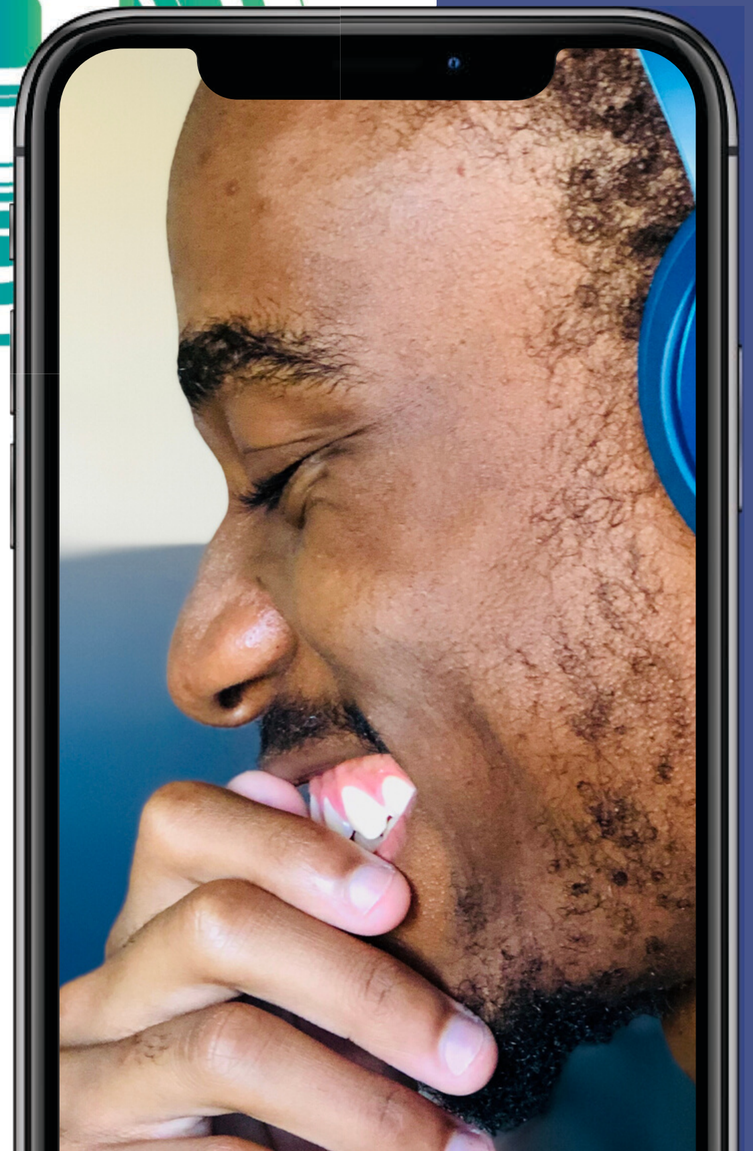
2.DEEPEN PARTICIPATION

Participation doesn't need to be long on our virtual platform; learners can snack or feast with autonomy; it could just as easily be informal learning, with no need to define boundaries

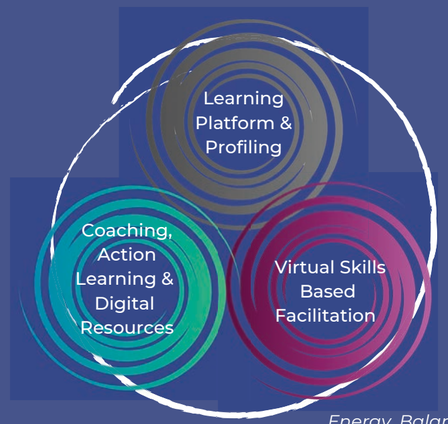
It goes something like this: no virtual facilitation ever runs more than 90 minutes, the pace is changed at least every 20 minutes, and people are involved in the content every 8 minutes. That's how learning stays lean & engaging online.

3. TRIGGER ACTIVATION

By using real-life examples online and building in tailored, relevant models and techniques, learners recognise the opportunities to transfer their learning. When they are in their role, wherever they are, it's not as much of a mental stretch to apply what they've learnt as they have not been overloaded with content. In fact, it's almost automatic. A distributed course of virtual, lean, online sessions also provides more opportunities to trigger activation.



Your Learning Journey with us



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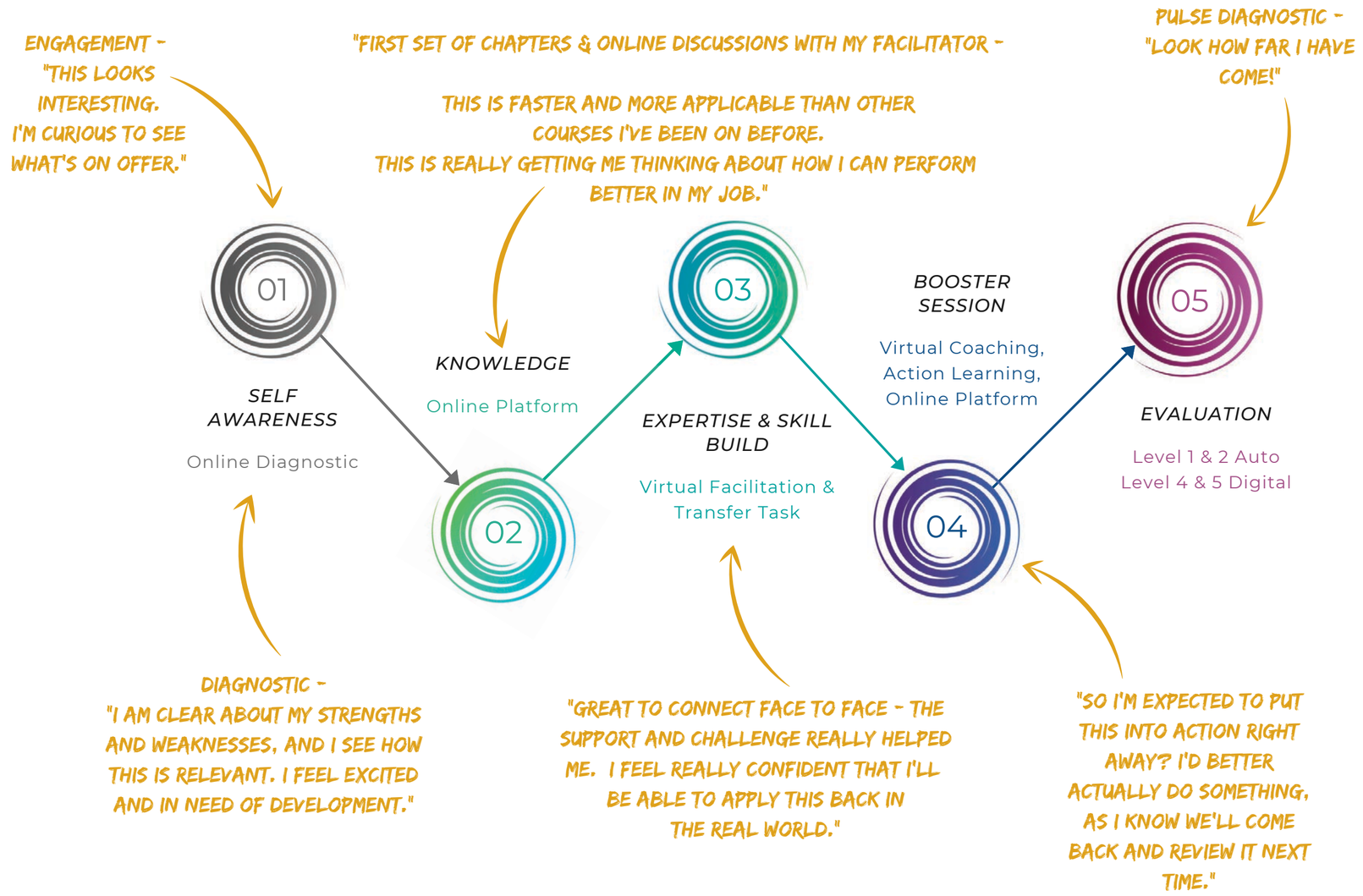
Energising Virtual Learning Journey



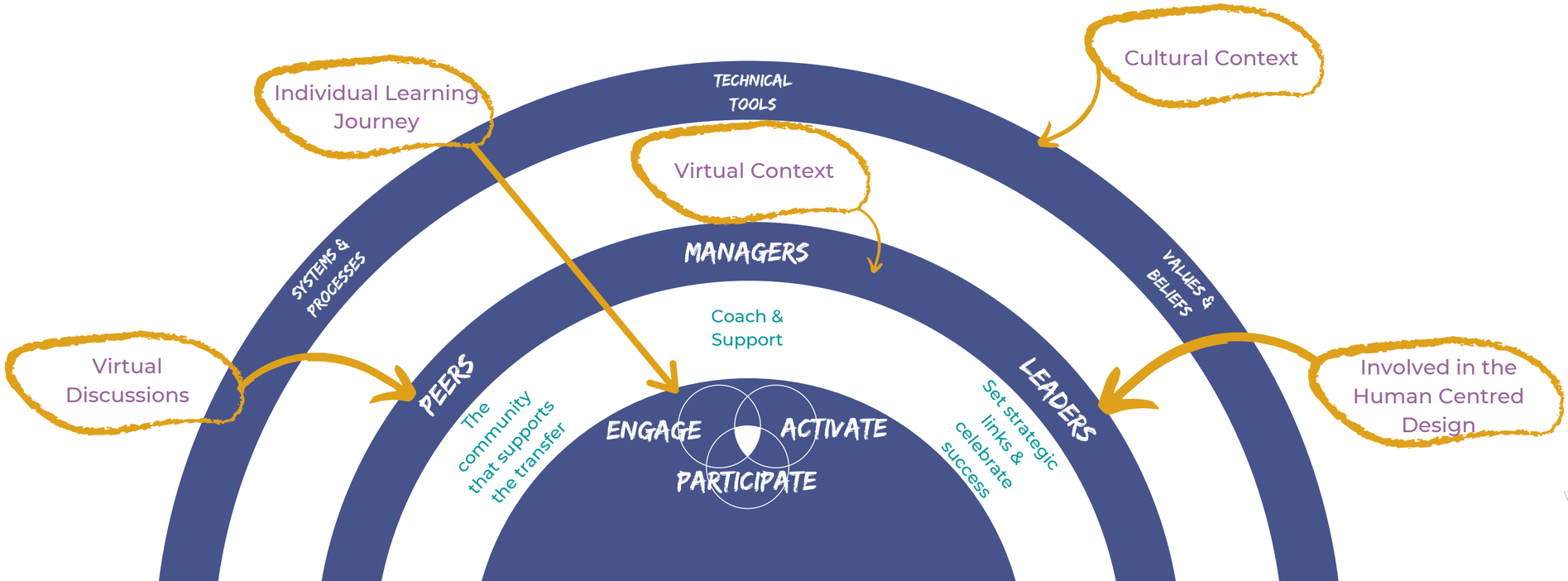
A blend that is breathing new life into how organisations develop their people...

What makes Virtual Learning Stick?

Our methodology has two core components:

1 THE INDIVIDUAL PARTICIPANTS' LEARNING JOURNEY - WHICH YOU DON'T NEED TO THINK ABOUT BECAUSE WE HAVE IT COVERED!

2 THE BROADER SOCIAL AND CULTURAL CONTEXT IN WHICH THEY APPLY THAT LEARNING - WHICH WE WORK IN A STUNNING PARTNERSHIP WITH YOU TO CREATE



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Our beliefs about Virtual Learning

We believe that 90 minutes online with a genius beats a month with a fool in the training room.

Our Virtual Facilitation links with Neuroscience which is sexy and in research we trust.

We can now offer choice, and when we have choice about how and when we learn, we develop much more than we realise.

Our content is targeted, as we know people only change and develop when it's in their best interest.

One size fits no one! So virtual means we can cater for individuals & groups - we can also be more creative with the content than ever before.

We prescribe little and often when exercising the brain, so virtual learning brings this principle to life.

To successfully operate in the 'New World View'

We will help you connect & resonate virtually

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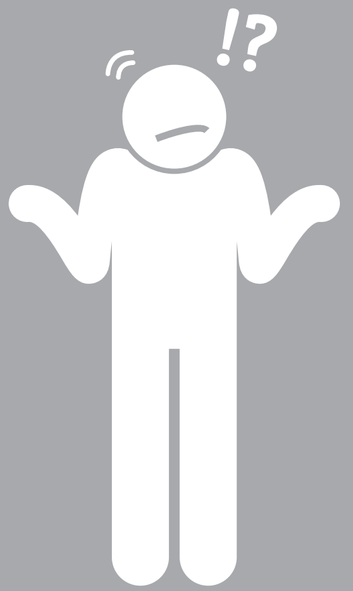
how does it work?



THE PROCESS

In a Nutshell

DISCOVERY & MARKETING

Understanding the need & psychologically engaging the learners

STAGE 1

Facilitators & Learners meet on the platform to build relationships quickly

STAGE 2

Multiple virtual learning experiences & support, with challenges to transfer their learning to their role.

STAGE 3 & EVALUATION

Booster sessions for skills build, followed with a Level 1 & 2 evaluation.

The Technical Stuff

- One stop learner login @choosetogrow.co.uk reducing the clicks to get to the destination
- Unlimited users for one standard fee so inclusion is high
- Access to learning discussions with peers & real facilitators through the learning cycle - no bots , no lost learners
- All content contains your company branding so learners own it!
- User tracking, evaluation & reporting to support your LMS - no more scrapping around for data at the end of the quarter

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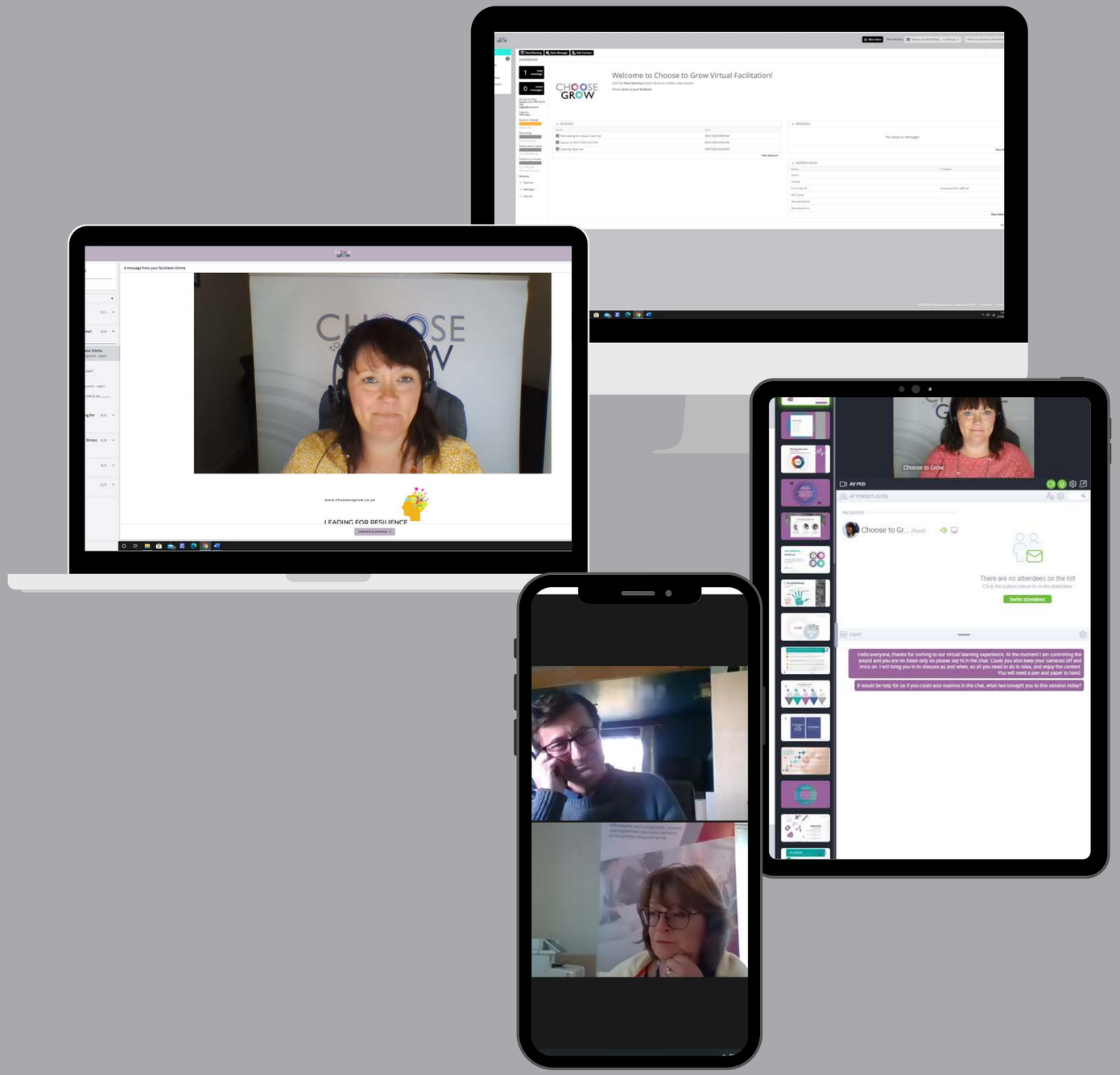
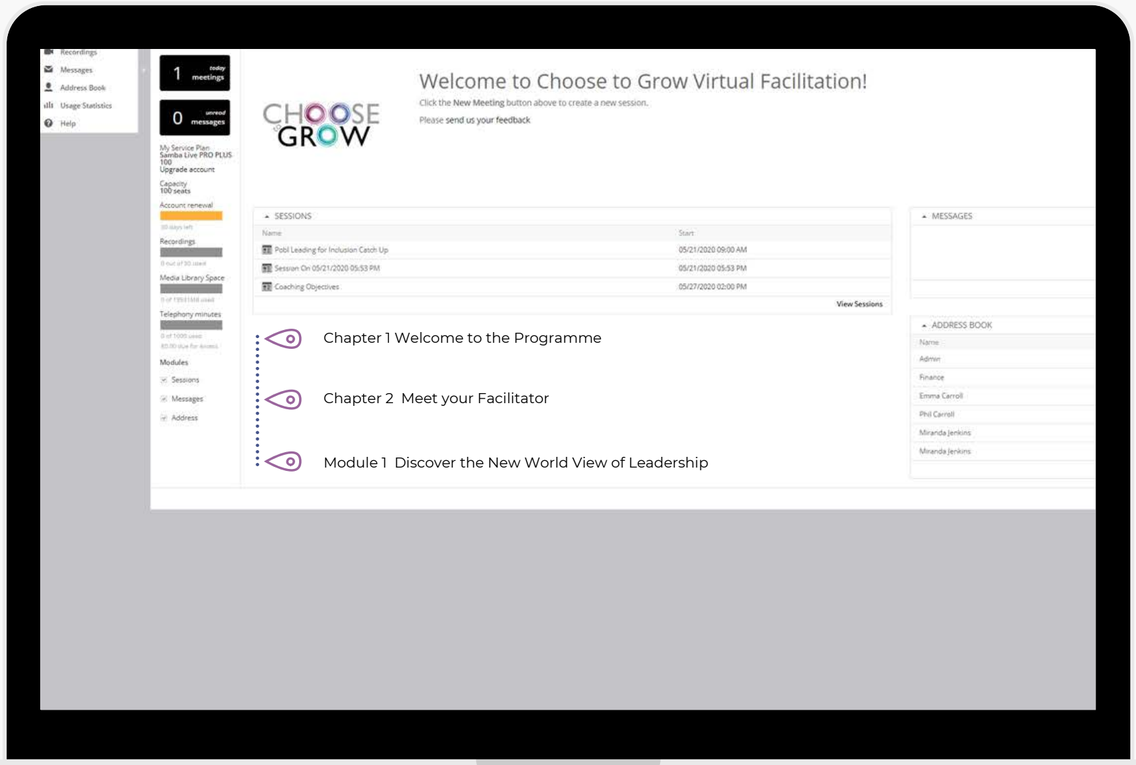
ACCESSIBLE & USER FRIENDLY

Cloud based, available in the
App Store or through Web Browser &
Optimised for all devices



Virtual Facilitation

Platform Features



THE FEATURES YOU WANT, WITH THE FREEDOM YOU NEED

You have control over the rich multimedia course content.

We support it all:

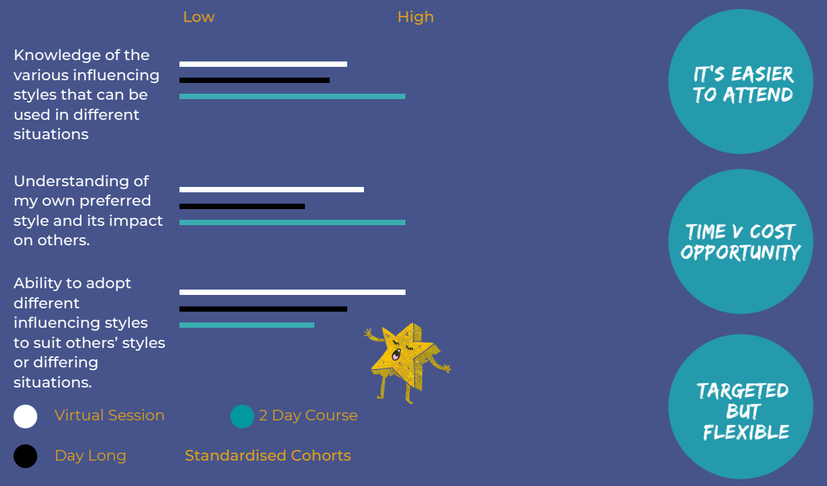
Video
Quizzes
Type Form
Articulate
Text
Survey
Google Docs
Downloads
Discussions
Captive
Secure Video Classrooms
White Boards
Breakout Rooms
Interactive Webinars
Session Recordings
Easy Learner Uploads for Transfer Tasks
Virtual Group Facilitation
Targeted Private 121 Interventions
Multiple Facilitators & Presenter Options
Drip Schedule Content
Autonomy for Learners to Learn 'How & When' they want
Progress Indicators
Unlimited Replays of Content
Language Controls
Voice over all Text
Cohorts
Advanced Data Tracking & Detailed Segmentation
Motivation with Automated Progress Reminders
Custom landing page & completion page
Certificates
High Level Cyber Security

Our data tells us that this virtual methodology achieves 75% greater benefits than traditional training without blowing the L&D budget.

The latest reading in neuro-studies and psychological research, as well as our own experience reveal how virtual learning now makes great business sense.

And it doesn't end there...

The BBC independently compared the impact of a virtual 90-minute session with a day-long intervention:



IT'S EASIER TO ATTEND

TIME V COST OPPORTUNITY

TARGETED BUT FLEXIBLE

Mindgym Bitesize is best 2016

Who is this Virtual Facilitation for?

FOR BUSY WORKERS AND MULTI-TASKING INDIVIDUALS

Anywhere, anytime & at any level in an organisation

What our clients say about us

There aren't many occasions in your professional life when you meet someone who you know pretty much instantly that you want to work with – you can see their values are aligned to your organisation and that they would bring a positive energy that would motivate and inspire; for me Emma from Choose to Grow has been that person. She has been an integral part of our transformational change programme. Her ability to balance empathy and supportive challenge has been appreciated by staff at all levels. Impressed by the quality work both in terms of materials and delivery style her and her team have contributed to our leadership development programme. The Choose to Grow Team have an innate skill of being able to safely take people outside their comfort zone into a place where they learn about themselves and grow and develop. They are passionate about their work and this is demonstrated by the quality of what is produced and the energy with which they deliver. It has been an absolute pleasure working with Emma & her team over the last year .... And I look forward to continuing this great relationship. *Lucie Thomas, Director L&D Pobl Group*

Benefits from an Organisational Development perspective have been a more resilient workforce, the ability to manage workload from an individual standpoint, recognising that there are ups and downs and having then the tools to be able to cope with those ups and downs through their lean learning solutions. Emma & her team understand business, and understand how to deliver impactful learning in a variety of ways and the teams really value their time with them. A winning combination. *Ayo Sobo-Keane Head of HR Otsuka Pharmaceuticals Europe*

I loved that the Choose to Grow interventions were linked to our business plan and strategy, as it helped us influence culture and deliver leadership in a way that is fit for purpose and that will future proof us in the testing times ahead. Since the training people have come together and I heard a few people saying - we needed this! Emma was a fantastic facilitator, and I look forward to hearing her plans for the team moving forward. *Kirsty Ellis, Head of Housing Newydd*

Are you leading a team during the current crisis? Are you and your team resilient enough to keep on bouncing back? Check out Emma Carroll at Choose to Grow. They have an engaging & effective resilience virtual facilitation programme. I have to say they are rather good. So if you and your remote teams want to 'stay optimistic and solution focused in the face of a setback' enrol your leaders on to their virtual platform today. *Gary Metcalfe, Chair of Chartered Management Institute Wales*

learn more! →

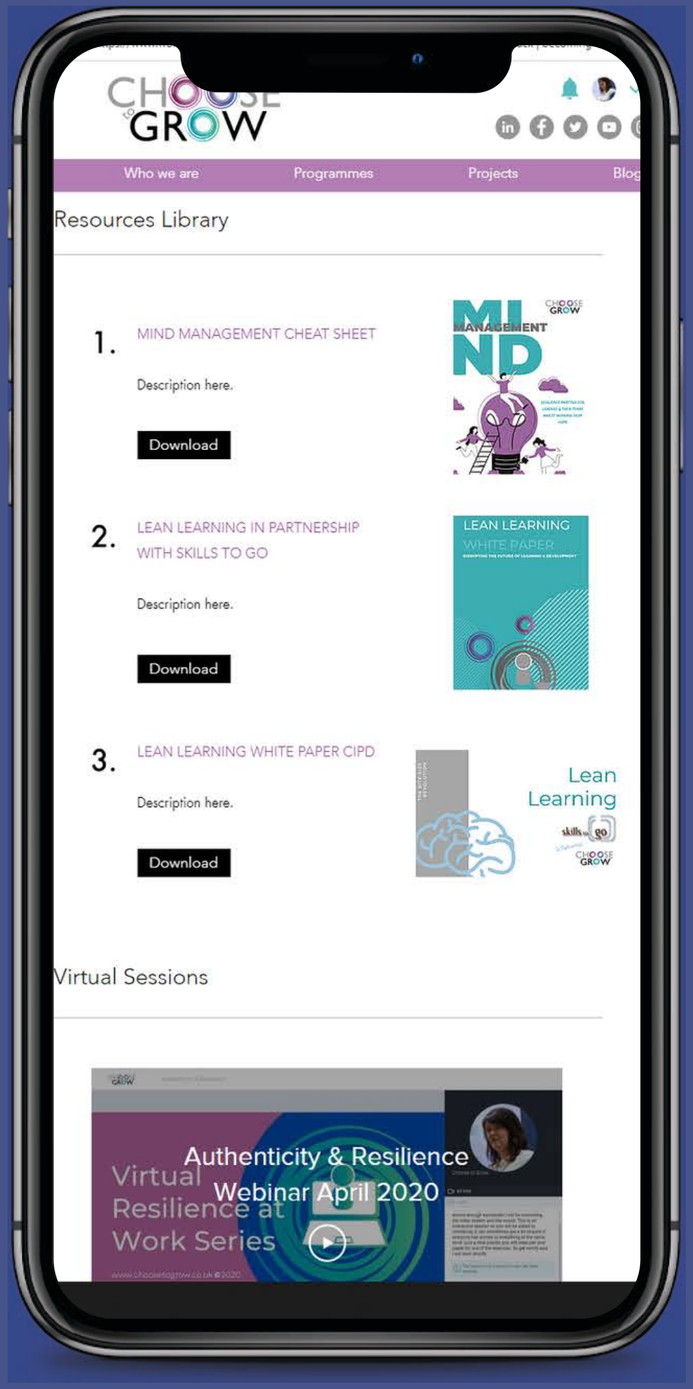
OTHER STUFF

Choose to Grow Resource Forum

Where learners can access our professional networking platform for free to download our latest thought leadership, connect with like-minded professionals & have access to our facilitators for leadership best practice

Choose to Grow E-shots

Our newsletters are one of the most adaptable and useful means of communication with your learning cohorts. And with so many different variants from PDF's, downloads or e-shot format, we can tailor yours to boost and reinforce new rituals, behaviours & thinking alongside your programme, so learning is happening everywhere. A perfect solution to power up the learning in every organisation



Virtual Facilitation

Delivery Team

Energy, Balance, Digital Transformation

FOUNDER OF CHOOSE TO GROW

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Director of OD

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Simon Merrell
L&D Business Partner

learn more →

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Keen for us to help you implement Virtual Facilitation Programmes in your Organisation?

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LETS TALK

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@choosetogrow.co.uk