

ASK[®]



PERSONAL DEVELOPMENT MENTORS

**Ongoing support to
embed learning and
MAKE IT STICK**

**UNASHAMEDLY
BUSINESS
PASSIONATELY
PEOPLE**

What are

PERSONAL DEVELOPMENT MENTORS?

Turning costly management training into improved performance has never been easy. Until now.

ASK® places Personal Development Mentors (PDMs) alongside your most talented people to accelerate their development - not by delivering more training, but by making sure the training they are already receiving really 'sticks'.

PDMs HELP LEARNERS TO:

- Identify their current learning, behaviour and performance goals and align them with organisation and team objectives
- Identify their medium and long-term development goals and ensure these are aligned with career objectives
- Identify appropriate formal learning solutions from available options
- Prepare for their formal learning events
- Plan, design and implement a continuous programme of informal workplace learning
- Turn newly learned capabilities into improved performance.

A TRAINING PROGRAMME WITH PDMs:

- Plans and implements informal workplace learning
- Encourages line managers and leaders to adopt a more structured approach to colleagues' training
- Improves the effectiveness of your investment in formal development
- Gives your HR development strategy more traction in the workplace and supports the creation of a self-sustaining learning organisation.



Despite progress in learning design and delivery, estimates of the percentage of training content that learners subsequently put to work vary from 10% to 20% - a level of return on investment that would be unacceptable in other areas of organisational life.

This learning transfer problem has studied and researched for over 60 years, but the core issue remains unresolved. The transfer, application and mastery of newly learned capabilities and the personal development planning that gives them individual context, relevance and purpose can happen only in the workplace, where they are largely dependent on the efforts and inputs of line managers.

As informal workplace learning and new technologies replace traditional instructor-led training courses, the workplace is increasingly becoming the epicentre of training. As a consequence, organisations' reliance on line managers to support learners and deliver an acceptable return on training investments will intensify still further. Sadly, many of them - particularly those with the heaviest responsibilities - lack the time, skills or inclination to make it happen.

Wouldn't you like to give them a helping hand?



To find out how Personal Development Mentoring could work in your organisation, just call us or email us - our details are shown below.



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