

# The Full-Cycle Learning Kits

## Creating Sustainable Learning

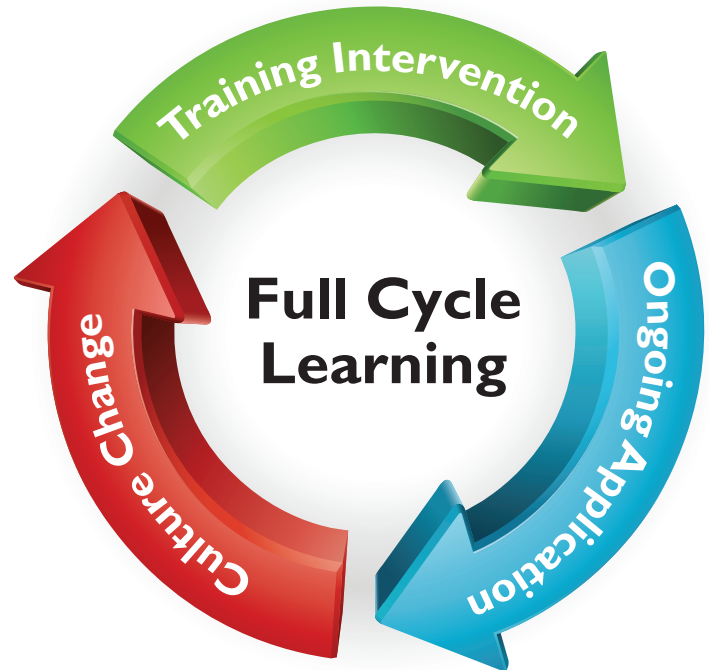
One of the strongest features of the RDR approach is a commitment to creating sustainable learning. Many training efforts are simply one-time events that only provide temporary motivation but very little traction. For this reason, all of our courses focus on measurable behaviors so the learning can become operational. To that end, we have developed a follow-up resource called the *Full Cycle Learning Kit* to facilitate the integration of specific competencies into ongoing organizational practices and to help “move the needle” around genuine culture change.

## How it Works

The *Full Cycle Learning Kit* is a comprehensive resource including a Leader’s Guide with complete teacher’s notes for managers and supervisors, corresponding Team Handouts for all associates to follow along and Discussion Slides which outline a series of six structured meetings of roughly thirty-minutes in length. These modules are meant to activate the training into the every day work flow by opening up dialogue in the organization on how to practice the competencies learned in the various workshops we provide. The kits are extremely user-friendly and easy to implement.

## Results

Our clients speak highly of this *Full Cycle* approach because it protects their training investment and extends the life of each learning experience beyond a simple educational event. Also, when attendees know in advance that they are expected to participate in these ongoing discussions and create action items – they tend to take the training itself more seriously. Each leader or manager who attends an RDR training session is given a kit designed for that particular workshop (complete with a guide for each competency discussion, handouts to be distributed to their team members in advance, slides to provide a visual template and simple instructions on how to facilitate each meeting). Our clients who have implemented this tool have reported significant improvement in the achievement of their goals.



## Measurement and Accountability

Those organizations that are looking for genuine culture change around a particular training initiative have a powerful asset in these kits but there must also be internal support to facilitate the process. Leaders and teams have to be held accountable for following through with the *Full Cycle* meetings, their action plans need to be submitted, reviewed and monitored to insure effectiveness. Rewards and recognition should also be attached to the successful completion of goals and the results tied to critical business outcomes. When these links are created and the correlations between training and achievement are established, the learning effort proves its worth to the organization.

## Conclusion

Using the *Full Cycle Learning* approach for any important learning effort is the best way to reinforce education and make sure that it measurably impacts the bottom line.