



Reinforced Learning – The Key to Success

What do we mean by “Reinforced Learning ?”

We mean carefully designed training which forces the candidate to revisit their learning several times and in several ways in order to embed the learning for life.

Where did the idea come from ?

It has long been recognised by the Learning and Development community that different people learn in different ways – some learn best by reading, others by doing and others still by watching a demonstration/explanation – the majority respond best to a combination of all of these learning techniques.

Why can we now claim that “Reinforced Learning” truly works ?

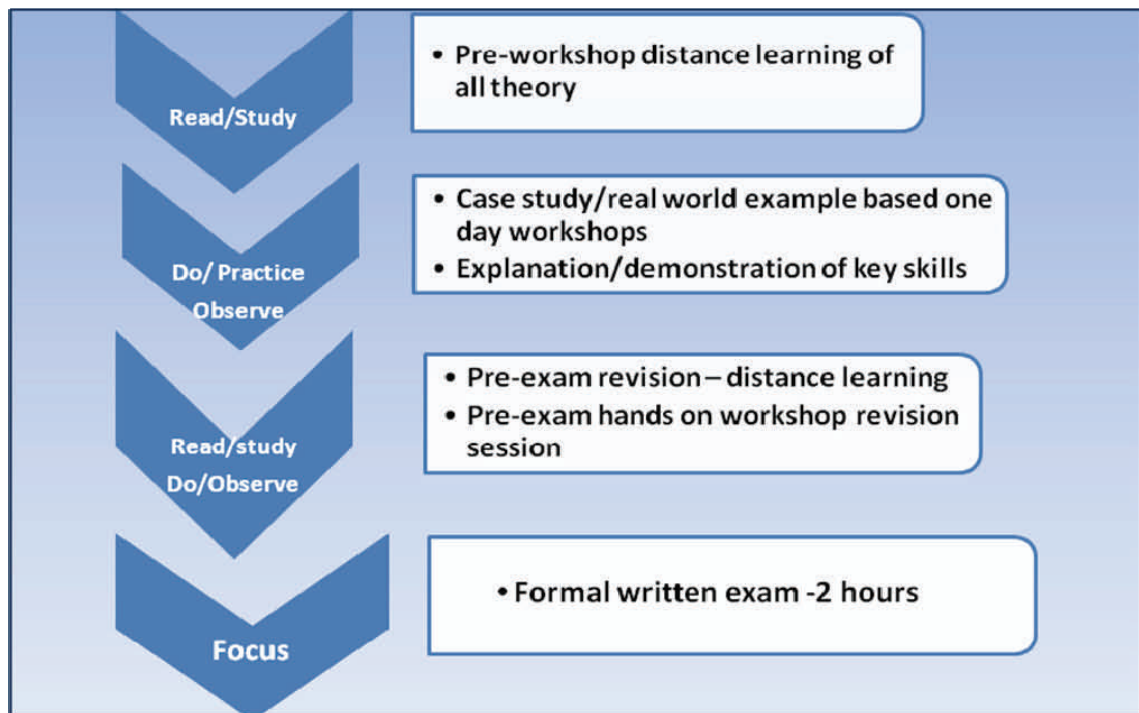
Springboard recently developed two modular programmes in conjunction with the Institute of Leadership and Management [Endorsed Programmes] :



PREPARING FOR ACCOUNT MANAGEMENT

PREPARING FOR LINE MANAGEMENT

We invested significant time in designing learning which we believed would work for all delegates no matter what their learning style as shown below :



And the results ?

Were outstanding – after six months of learning the degree to which our delegates retained their material was impressive...the average pass mark in the two hour written exam was 73.6% across 30 delegates and what is more important is that line managers reported that the learning was being implemented in field...we had successfully changed the behaviours of the team.

Our Message

Simply assuming that delegates will learn successfully via distance/e-learning OR that a one day workshop is the answer will rarely yield strong results in terms of ongoing behaviour change. Only by thinking long and hard about the learning experience and how it will work for differing individuals will learning prove truly successful.

If you would like to see a full copy of our case study please click here....

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