

PAPER:

IMMERSION/DISCONNECT – PROVIDING TRAINING AND DEVELOPMENT THAT IS  
CLOSELY ALIGNED TO PRACTICE – I.E. DELIVERED IN PRACTICE, CLOSELY RELATED TO  
PRACTICE

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PERSONAL AND PERSON-IN-ROLE NEEDS

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WHERE PEOPLE START FROM (WHERE WD PAYS ATTENTION TO THIS)

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WHERE TO TARGET

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MULTI-COLLABORATION IN DESIGN AND DELIVERY

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REINFORCING BEHAVIOUR AND LEARNING

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MOTIVATIONS/REASONS FOR ENGAGING IN TRAINING/DEVELOPMENT

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CONTEXT

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CONTENT

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CHALLENGING BEHAVIOUR & LEARNING

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THEORY TO PRACTICE

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IMPACT

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