



Flexible • Learning™

Mannaz develops people and organisations by adopting innovative and effective learning methods. That is why we have launched **Flexible • Learning™** in 2010 – an innovative learning concept, which we apply in our approach towards capability development.

What is **Flexible • Learning™**

It's individual

- Designed to suit participant needs and capability levels
- Flexible learning methods
- Use of new and varied media

It's effective

- Time saving due to flexible learning activities
- Compilation of entire learning programme on a digital platform
- Easy to share results with other stakeholders

It's measurable

- The participant's real competency boost is measured
- The learning effect is documented
- The benefit from investing in capability development is made visible

Screening + Learning + Effect = Flexible•Learning™



	Tests	Articles/books	Coaching	Dilemma-case	Team-assignment	Video-cases	Forums
Participant 1	X	X		X	X		
Participant 2	X	X			X	X	X
Participant 3	X		X	X	X		
Participant 4	X	X			X	X	X



Screening

The purpose of the screening is to measure the participant's capability level in relation to the skills that he or she should possess after the learning programme.

Learning

Based on the screening, a personal learning process is designed for each participant, i.e. a number of selected learning components that must be followed.

Some learning components, however, are mandatory for everyone in the group (e.g. class facilitation, group assignments, etc.).

Effect

After the learning programme, the participants complete follow-up activities to ensure the effect of what they have learned. The learning effect and impact in the everyday context is measured.

Learning components may include:

- Tests
- Articles/books
- Tailored e-learning programmes
- Coaching
- Dilemma case studies
- Interactive exercises
- Group assignments
- Discussion forums
- Class room training/face-to-face
- Videos

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The content of a programme is flexible – and so is the price. It varies depending on further specifications, such as the number of participants, choice of various learning components, as well as extent and duration of the programme. Please call for more information.

Flexible•Learning™ Center

For more information, or to receive a quote, please contact:



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