

## Participant-Centered Learning Design

We believe that individual learning and management development must be based on the concept of self-directed development. All our programs stimulate choice-initiated and goal-directed behavior. We work alongside participants during our workshops to help them assess their current effectiveness, identify improvement opportunities, learn and practice key skills and prepare plans that lead to measurable performance improvement. Sterling Institute's learning design:

- Provides opportunities for participants to assess themselves against the competencies required of them and to identify where they can increase their effectiveness;
- Stimulates class involvement by creating a participant-centered learning environment rather than one that is lecture-driven and instructor-dominated;
- Presents proven content that enables participants to acquire the knowledge and skills they need in order to improve job performance;
- Gives participants objective feedback from others via multi-rater survey data;
- Engages participants in action learning exercises that help them practice and develop their capabilities in dealing with actual, real world problems and challenges;
- Guides participants in setting goals and preparing comprehensive improvement plans that help them apply the lessons learned in the classroom back on the job;
- Prepares participants to meet with their immediate supervisors to review their goals and plans and gain the support they need to carry out their action plans; and
- Provides the framework for participants, their managers and the organization to track and measure performance improvement

### Why select Sterling Institute as a training resource?

Our Learning Design has proven effective with a countless number of participants. We hope it will build your confidence in the quality of our training programs and instructor presentations.

