Agile Learning & Development – Response to COVID19

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Content – Agile Learning & Development

Immediate  Ongoing  Future?
The secret of change is to focus all your energy not on fighting the old, but on building the new.
- Management Development Programme
- New Managers & Staff Support Modules
- Induction Online
- Director Welcome
- CSO Job Family
- Remote Working Supports
- University Courses
- Buddy /Mentoring
Management Development Programme

- Management Styles
- Management v Leadership
- Effective Communication
- Delegation

Module 1:
M5 Positive Psychology

Module 2:
- Time Management
- Decision-Making Styles
- Conflict Management
- Motivation

M4 Emotional Intelligence
M3 Stress, Resilience & Self Care
Stress, Resilience & Selfcare – Module 3

• Key theories of stress
• Causes and outcomes of stress
• Workplace Stress (Home Office)
• Develop their resilience
• Identification of core competencies related to managing self and employee’s stress
• Development of a Personal Stress Management Plan
Emotional Intelligence – Module 4

In short, Emotional Intelligence refers to the ability to identify and manage your own emotions, as well as the emotions of those around you.

This is done through:

- Self-Awareness
- Self-Regulation
- Social Skills
- Motivation
- Empathy
Positive Psychology – Module 5

Has been defined as the study of the strengths and virtues that enable individuals, communities, and organisations to thrive.

- Understand the importance of focusing on strengths over weakness
- Recognise and utilise their own strengths
- Increase personal goal pathways
Additional support required

Figure 4 Percentage of staff requiring additional support to successfully manage their staff by support area

- Technology: 15%
- Facilities: 7%
- Learning & Development: 0%
- HR: 6%
- Other: 3%
Now & Future?

The Training & Development Field is evolving. Adaptation is vital for survival.
Agile Learning & Development

Regular Updates - Communications

- Organisational Briefings
- COVID19 Safety Guidelines
- Wellbeing Supports
- Manager & Staff Guide to Remote Working
- SMART Start Year One Programme
- Toolkits/Guides

New Normal

- Coaching/Mentoring/Buddy Programme
- Executive Leadership Programme
- Management Development Programme
- Virtual Training – all
- Online Training - focus
- LMS – Go to......

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