

Welcome to the



LEARN[®]
GROW
FRAMEWORK

HOLISTIC GROWTH PARTNERSHIPS

Supporting People in **Business** Communities

*Creating conditions for people
to be increasingly effective in
dynamic business
environments.*

Great
Strong Teams are ~~Good~~ Business



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Introduction and summary – Learn Grow Framework®

The *Learn Grow Framework®* is a new mutually beneficial approach, to effectively balancing the functional and economic priorities of business, with the inter-personal and wellbeing needs of people. As a *holistic, growth partnership*, the framework integrates the best practice of, transformational leadership, emotional intelligence, teaching and learning, coaching and mentoring into creating and maintaining *best conditions* for people *and* growth, within the daily functioning of existing business communities.

The elements of the Framework provide a sustainable, people-centred approach to building better businesses, through people who can '*learn to grow*' together. The content combines personal development, well-being, leadership and growth principles into learning 'modules' that can be delivered over a timeframe of between 6 and 12 months.

Objectives

The primary and overarching objectives of the *Learn Grow Framework®* are to work proactively towards

- Increasing people's capacity for learning, self-management, self-awareness, social awareness and social skill
- Assisting people to learn how they can *increase effectiveness and productivity* within their working environments, through strengthening the way they work together
- Improving practical knowledge of universal needs, health and well-being
- Opportunities to increase self-leadership, personal autonomy and competence within the context of the business, working or learning environment.
- Promoting and facilitating shared responsibility for the effective transitioning of young people from formal schooling to being established in their chosen careers and vocational workspaces.

The secondary objectives of the framework include,

- increasing retention of trainees, apprentices and interns
- seeing decreases in disconnection, attrition and non-completion rates
- seeing a significant reduction in instances of recorded mental ill-health within the working *and* learning environments of work-based training industries.

Structure of the Learn Grow Framework®

Delivery is primarily delivered through face-to-face monthly consultations in whole-team, small-group and individual settings. The structure of the framework is built around 'knowledge modules' or 'topics'. Each month would include a minimum, hour-long presentation/workshop with the whole team, on a specific topic, followed by individual

Leadership Coaching session(s) with team leader(s) to debrief and work through setting goals that apply the learning to their specific roles and responsibilities.

Within each module, there is an in-built, cyclic improvement sequence of

- Reflecting on current and desired situations
- Learning to inform options.
- Commitment and goal setting.
- Acting to achieve those goals.



External agencies and support structures

Regarding developing a structure to support corporate, positive mental health and well-being, a **suggested option** would be for several members of the business to complete the **Mental Health First Aid certificate**. This is a 14-hr course conducted over two days and the benefits of such a course are quite significant.

Note: The MHFA course is run by an external provider and the cost per participant would be separate from the business's ongoing monthly financial commitment.



If this is an option that the business would like to pursue, our role would be to:

- Liaise with MHFA on behalf of the business regarding participants, numbers and dates for training,
- Lead a debrief session with team members after completion of the course and integrate key learnings into a working workplace well-being plan.

Delivery Overview - Learn Grow Framework®

Where possible, our preference is to deliver the Learn Grow Framework® face-to-face, particularly the monthly, whole-team presentation/workshop element, however, remote learning options are available. The Leadership Coaching element for each team leader is easily adaptable to a video call context.

Module Titles:

Module 1 - Enabling Change and Sustaining Growth

Module 2 - Universal Needs and Emotional Intelligence

Module 3 - Mental Health First Aid Certificate (if chosen) or Mental Health and Wellbeing

Module 4 - Learning to learn and teach *better*.

Module 5 - Effective Coaching and Mentoring

Module 6 - Leadership styles and implications for the working environment



TRBWA
Teacher Registration Board
Western Australia
Registered Teacher



Adaptable to your specific context

In ensuring that the application of the *Learn Grow Framework* is relevant to each organisation and community, we consult and collaborate with the main stakeholders prior to commencing, to create a clear articulation of the needs within the organisation and wider community. Those needs will then be embedded into our approach with each specific group.

Timeframes

The framework timeframe is delivered over six-month blocks, with one whole-team input session and one individual Leadership Coaching session for team leaders per month.

Pricing

Pricing for each partnership arrangement will be confirmed through consultation and will vary depending on numbers of individuals and teams, as well as the specific context and needs of the organisation. Each monthly financial commitment would include access to,

- 1x Whole-Team Presentation/Workshop
- 1x Individualised Leadership Coaching Session for the team leader
- Reduced pricing for access to the DISC Advanced® strategic improvement system and debriefing sessions



Recognition of learning

Certification of participation will be presented to each participant and, where applicable, we can link learning outcomes to organisational and professional development requirements.

Concluding remarks

Thank you for the opportunity to present the overview of our *Learn Grow Framework*® for your consideration. Please do not hesitate to get in contact with us should you have any further questions about the topics that we are able to cover or the additional support services that we can provide to the members of your team.

I look forward to speaking with you in person and to potentially partnering with you in support of the ongoing growth of your team and business.

Sincerely,

A signature block for Joel Shinkfield. It features a brown background. On the left, there is a logo for CLARUS CONSULTANCY Pty Ltd, which consists of a stylized 'C' made of three horizontal lines. To the right of the logo, the text reads: 'Joel Shinkfield', 'Educator / Growth Coach / Director', 'CLARUS CONSULTANCY Pty Ltd', 'T: (+61) 0412 235 840', '@: joel@clarusconsultancy.com.au', and 'W: www.clarusconsultancy.com.au'. On the right side of the block, there is a portrait of Joel Shinkfield, a man with glasses and a beard, wearing a grey blazer over a black shirt. To the right of the portrait, there are two logos: 'LEARN GROW FRAMEWORK' and 'CLARUSED Learn to Grow'.