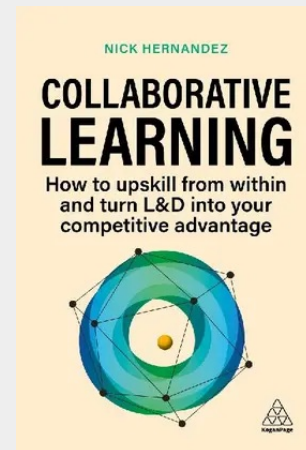


Collaborative Learning

Upskill Your Workforce and Gain Competitive Advantage Through Shared Expertise

Collaborative Learning explains how to leverage the knowledge and experience of existing employees to upskill your entire workforce from within. This practical guide explains the basics of collaborative learning, outlines its many benefits, and explores why it is needed in a nimble, fast-moving business world. It also explains the science behind shared expertise and how to encourage people to learn from each other. This book illustrates how a culture of collaborative learning can combat low learner engagement and employee burnout, as well as how it can guide the full employee journey from pre-boarding and onboarding through to promotion and progression. This book also explains why collaborative learning is not a top-down cascade of information from the most senior employee to the most junior, but is an inclusive approach to learning across functions and teams, across hierarchies, and across job titles or tenure. This book is full of expert discussion about why collaborative learning is a culture enhancer and skills enabler, and contains advice for overcoming common obstacles when making collaborative learning part of a company's learning strategy. Packed with case studies and examples from global firms who have implemented and benefitted from collaborative learning including Mitsubishi Electric, Slack, AlphaSights, and Safran. This book is a blueprint for all L&D professionals who are looking to embed collaborative learning in the workplace and upskill from within, but aren't sure where to start.

Collaborative Learning explains how to leverage the knowledge and experience of existing employees to upskill the entire workforce. This practical guide explains what collaborative learning is, what the benefits are and why it is needed in a nimble, fast-moving business world. It also explains the science behind shared expertise and how to foster this, how collaborative learning can be used to combat low learner engagement and employee burnout as well as how collaborative learning can be used on the full employee journey from pre-boarding and onboarding through to promotion and progression. This book also explains why collaborative learning is not a top-down cascade of information from the most senior employee to the most junior. Instead it is an inclusive approach to learning across functions and teams, across hierarchies and across job titles or tenure. This book is full of expert discussion about why collaborative learning is a culture enhancer and contains advice for overcoming common obstacles when making collaborative learning part of a company's learning strategy. Packed with case studies and examples from global firms who have implemented and benefitted from collaborative learning including Google, Tesla, McDonald's, Lego, Haribo, LVMH and Mercedes, this book is for all L&D professionals who are looking to embed collaborative learning in the workplace but aren't sure where to start.



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