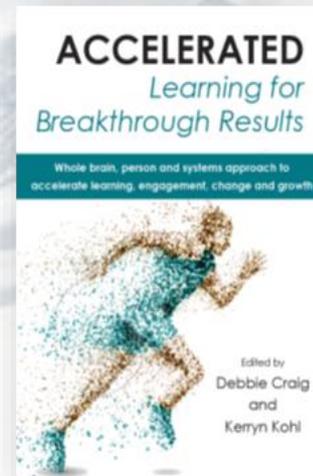


**ACCELERATED  
LEARNING  
OVERVIEW**

CATALYST  
CONSULTING

**Catalyst**



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**ACCELERATED LEARNING FOR BREAKTHROUGH RESULTS  
WHOLE BRAIN, PERSON, SYSTEMS APPROACH**

**Debbie Craig & Kerry Kohl**

# The authors



**Kerryn Kohl**

- Kerryn Kohl is the founder of The Coaching House ~ Talent Cultivation. Kerryn has a passion for Learning believing that it underlies any transformation or change that we wish to make. From this vantage point learning is seen as the not only the springboard to any culture Transformation but it's foundational driving force.
- Kerryn Kohl holds a Master's Degree in Adult and Community Education and an Honours degree in Psychology, all from the University of Johannesburg. She is a registered life and business coach with CoMensa (Coaches and Mentors of South Africa).
- Kerryn has consulted for a global management consulting firm and brings 14 years of valuable experience as a Talent and Organisation Performance professional.
- Kerryn has experience across industries and her strengths lie in change management, workforce transformation, organisational learning, organisational design, performance management and coaching.
- Kerryn is a strong leader and is skilful in motivating and encouraging others whilst taking the lead.
- "My core value is integrity and I strive to maintain a highly Teachable Spirit"



**Debbie Craig**

- Over 18 years experience in the field of leadership development, change management, talent management, high performance teams and personal empowerment
- Founder of Catalyst Consulting (estab 1997) – a successful and well-respected leadership and talent consulting company
- Skilled strategist, design architect, team builder, a powerful facilitator, change agent and executive coach
- Worked from executive level down to front line staff throughout Southern Africa and internationally across all 5 continents
- Co-founder of World Alive that offers deep Personal Transformation Workshops and coaching
- Passionate and deeply committed to her own personal development journey including many trips to India where she has studied mindfulness and personal mastery
- B.Comm, MBA, NLP practitioner, process facilitator, game ranger, Reiki Master, Master HR Professional (SABPP)
- Author of 3 books, "I am Talent", "I am Alive" and "Accelerated Learning", numerous articles, and speaker and at many local and international conferences and events.
- People describe her style as warm, authentic, energetic, passionate and insightful, making it easy to connect with her and others in her presence

# The book

## **PART 1: Paradigm shift for Accelerated Learning**

The need for accelerated learning

Paradigm shifts in learning

## **PART 2: Whole brain, whole person approach to learning**

Unique learning profiles

Neuroscience of Learning

## **PART 3: Creating a Learning Culture**

Creating a learning culture

Learning through coaching

Learning through authentic conversations

## **PART 4: Designing Accelerated Learning Programs**

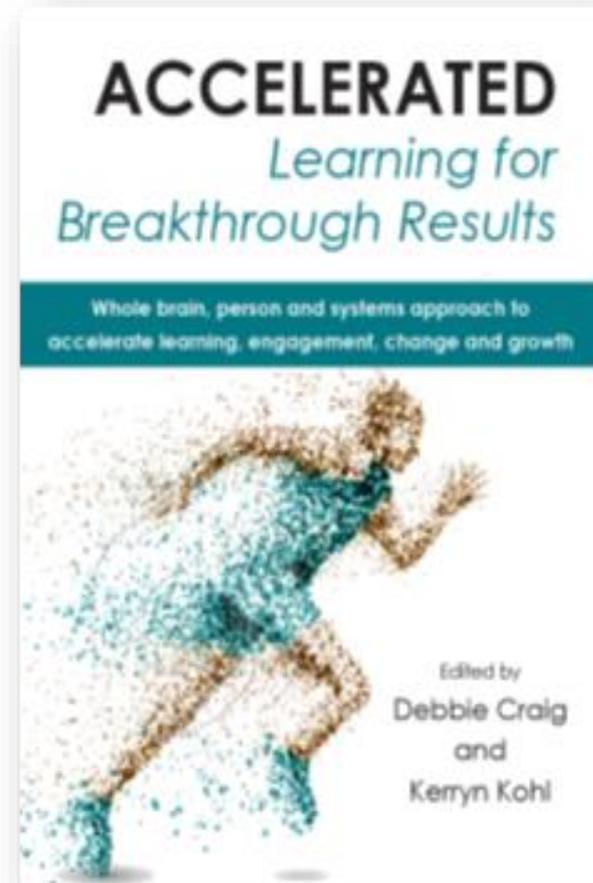
Learning architecture

Learning design

Gamification of learning

Learning assessment

## **PART 5: Making it real – case studies on talent, change and leadership**



*What's new: inviting readers to engage, accelerated learning through gamification mechanics and brain-break activities.  
Rabbit-hole of resources, tools, status, rewards, social media, forums*

# Accelerated Learning workshop

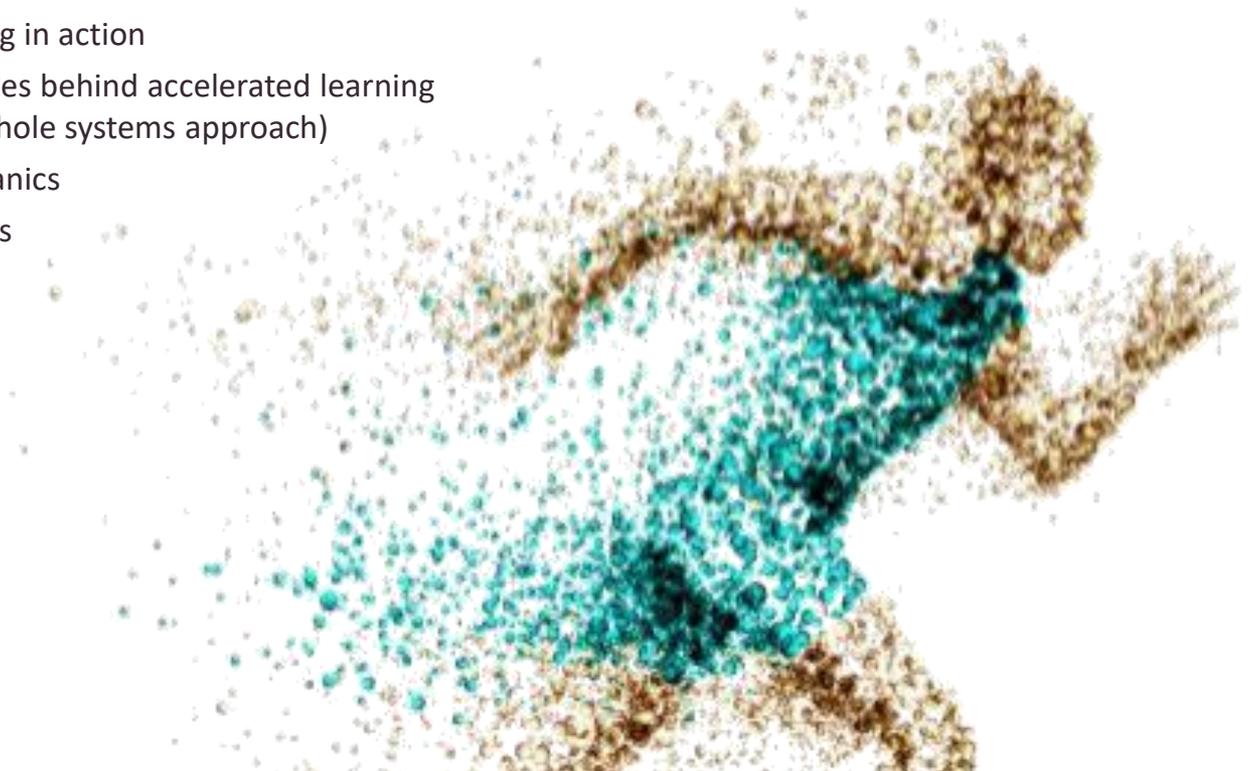


## Purpose

- Experience accelerated learning in action
- Understand the design principles behind accelerated learning (whole person, whole brain, whole systems approach)
- Experience gamification mechanics
- Learn from real life case studies
- Design your own AL program

## Pay-Off

- Shift mind-sets
- Learn and share
- Learning profile
- Case studies
- Draft Design
- Access to resources
- Rewards
- Book
- Website



***Gamification: Behaviour change, Exploration, Collaboration, Leader-board, Rewards***

- This practical and engaging workshop will focus on the shift from training to learning to collaborative learning in the modern socially networked age, using latest research in Neuroscience. It will cover the key frameworks, processes and tools to adopt and implement accelerated learning in organisations to build and sustain an adaptive and insightful approach to business and talent development. The workshop will also highlight accelerated learning as a talent engagement and performance driver and how to measure the impact of learning.
- The workshop will be run as an accelerated learning experience, with opportunities to interact, share, explore and contain practical case studies, tools and templates to help with planning your accelerated learning journey. The workshop is based on the NEW book Accelerated Learning for Breakthrough Results (launched Oct 2014) by Debbie Craig, Kerry Kohl and contributors. Come and learn and share with the authors.

# Workshop Agenda – 1 Day



Time	Activity
8:30	Introduction, objectives, expectations The need for accelerated learning On-boarding
9:30	Accelerated Learning in Action <ul style="list-style-type: none"><li>• Paradigm Shift</li><li>• Whole person</li><li>• Whole Brain</li><li>• Whole systems</li></ul>
11:30	Collaborative Learning to embed key principles Learner engagement – Gamification, game-based learning and engagement techniques
12:30	Lunch
13:30	Accelerated Framework Design principles & Case Studies
14:30	Application – Design your own ALP
15:30	Sharing and learning Resources and next steps
16:30	Close for the day

# Workshop Agenda – 2 day



Time	Day 1
<b>8:30</b>	Introduction, objectives, expectations The need for accelerated learning Paradigm shifts in learning On-boarding
<b>10:30</b>	Accelerated Learning in Action <ul style="list-style-type: none"><li>• Paradigm Shift</li><li>• Whole person</li><li>• Whole Brain</li><li>• Whole systems</li></ul>
<b>12:30</b>	Lunch
<b>13:30</b>	Collaborative Learning to embed key principles
<b>14:30</b>	Learner engagement - gamification, game-based learning and engagement techniques
<b>15:30</b>	Learning through coaching
<b>16:30</b>	Close for the day

Time	Day 2
<b>8:30</b>	Accelerated Learning Framework Creating a Learning Culture
<b>9:30</b>	Learning architecture
<b>10:00</b>	Design principles & Case Studies
<b>11:00</b>	Application – Design your own ALP – with coaching support
<b>12:30</b>	Lunch
<b>13:30</b>	Sharing and learning Resources and next steps 90 day plan
<b>15:00</b>	Close for the day

Benefits of 2 days – leave with draft designs and implementation plans for shifting the learning impact

# Paradigm shifts in learning

What is a MOOC ?



FRAGMENTED TO WHOLE SYSTEMS

8

1 PHYSICAL TO DIGITAL

2 INSTITUTION CENTRIC TO LEARNER CENTRI



7 COMPLIANCE TO PLAY



3

3 SET CURRICULA TO EXPLORATION



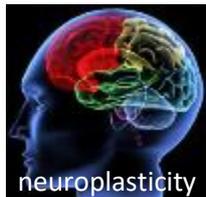
MPPP - UCLA

6 PART BRAIN TO WHOLE BRAIN

6

4 CLASSROOM TO COACHING

4



5

5 INDIVIDUAL TO COLLABORATION



## UMU Features



Real-time  
Polls



Microlearning



Word Clouds



Custom  
Branding



Multi-language  
Support



No  
Installation



Gamification



Cloud  
Based



Device  
Agnostic



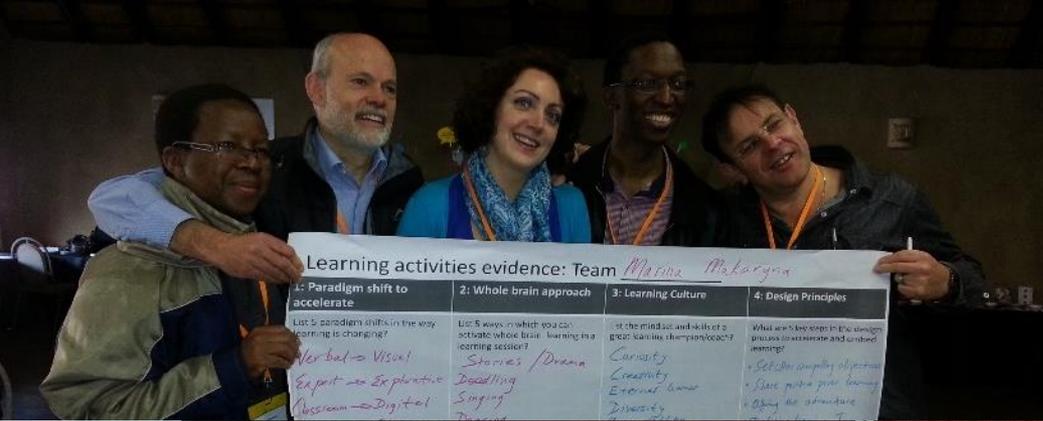
Exportable  
Results



Single  
Sign On



Collaboration  
Tools



### Leader-board

**ACCELERATED**

	Social media	Team Selfie & Photos	Paradigm shift	Whole person	Whole brain	Whole systems	Collab-Learning	Survey	Bonus activity	TOTAL
Team 1 #bringyoufull	●●●●●	●●●●	2						90	152
Team 2 #Unusual Suspects	●●●●●	●●●●●	3						65-2	125
Team 3 #The Disruptors	●●●●●	●●●●●	4						15	169
Team 4 #conscience	●●●●●	●●●●●	1						60-2	124
Team 5										



### Accelerated Learning: Activity Chart

#### 1: Paradigm shift

PAST	PRESENT	FUTURE
<ul style="list-style-type: none"> <li>70% classroom time</li> <li>Trainer-Centred</li> <li>Little use of tech</li> <li>Ltd online access</li> <li>Training for training sake</li> </ul>	<ul style="list-style-type: none"> <li>50% on-the-job</li> <li>80% external</li> <li>10% coaching</li> <li>Web-based learning</li> <li>Blended learning shift</li> <li>E-Learning</li> <li>Shift to training based on business needs</li> <li>Internal Academies</li> </ul>	<ul style="list-style-type: none"> <li>Simulation</li> <li>Trainer driven</li> <li>Visual classes</li> <li>LMS reliance</li> <li>Focus on Business needs/performance</li> <li>Collaborative with groups</li> <li>ECI focus</li> <li>LTD focus</li> <li>Change model</li> <li>Small chunks</li> <li>Short time</li> </ul>

#### 2: Whole person

Pre Learning - Analyse Learning

Realistic as to how much learning can be absorbed - *20% only*

Millennials CPA

Short chunks

Involve and Interact

Movement Social Media

Faced - Immediate Gratification

Online Collaboration

#### 3: Whole brain

- Equipped only from late Content Division
- High anxiety failure unknown
- Measured memory not learning
- Fun Related
- Take anxiety out
- Positive experience
- Blended learning
- Measured Use of

#### 4: Whole systems

- Integrated / self-organizing
- Take time of adaptation
- Can be customised at all levels
- Work with colleagues, leaders and other talent.
- Teamwork skills
- Disrupts the learning
- Mix of formal and informal
- Scale up - Volume.
- Team Coaching
- Excel & Focus areas



### Accelerated Learning: Activity Chart

#### 1: Paradigm shift

FROM	TO
<ul style="list-style-type: none"> <li>Classroom Teaching Training Physical</li> <li>Traditional / Non-interactive Non-registered programs Only Theory modules Traditional learning</li> </ul>	<ul style="list-style-type: none"> <li>On the job - Outcomes based Interactive learning Facilitation Digital Virtual learning LMS Learning</li> <li>Out-comes based Not accredited Holistic learning - rounded Team / Group learning</li> </ul>

#### 2: Whole person

Tracy - Analyser, Explorer

Morley - Organizer, Competitor

Giopi - Conceptualizer, Personaliser

#### 3: Whole brain

- 1) Fearful / Frightful of New Environment to learning blockade
- 2) Fear of Unknown Technology to Emotion due to Constraint to Gathering info understanding; release of tension.
- 3) Workshop Created
- 4) Interaction - Coaching music - Creativity - Visuals

#### 4: Whole systems

- TEAM ACTIVITIES
- Individual Growth
- Create Support
- Active Learning
- Group Coaching
- Empower
- Break Learning Barriers
- Change Perspectives

## ACCELERATED Learning for Breakthrough Results

Whole brain, person and systems approach to accelerate learning, engagement, change and growth

Edited by  
Debbie Craig  
and  
Kerryn Kohl



# Our leadership and learning track record



## **HEINEKEN** (2016 – 2018) [www.heineken.com](http://www.heineken.com)

Strategic Transformation Journey toward a High Performance Culture working directly with the CEO, Exco and HR team. Strategic alignment, leadership onboarding and coaching, culture transformation, high performance teams and change management.

## **RAND MERCHANT BANK** (2015 – 2018) [www.rmb.co.za](http://www.rmb.co.za)

Accelerated Learning Program for potential successors. Change enablement, capacity building and team alignment for the RMB Technology Leadership Team and Corporate Banking. Culture transformation design, capacity building and project management in Business Enablement Division.

## **IMPERIAL GROUP** (2015 – 2018) [www.imperial.co.za](http://www.imperial.co.za)

Co-design and implementation of talent management and development strategies for 2500 leaders. Building capacity in managing talent - SimTalent. Readiness for change. HR leadership team strategic alignment facilitation. Leadership Development on building a customer centric approach to Key Account Management.

## **ABSA BARCLAYS** (2016 – current) [www.absa.co.za](http://www.absa.co.za)

Inaugural Learning and Leadership Conference – design and facilitation for 170 people. Self-leadership program for Risk Team.

## **BASF** (2016 – 2017) [www.basf.co.za](http://www.basf.co.za)

Strategic leadership alignment – facilitation of strategic review and team alignment session with top 30 leaders including international group executives (with Mark Berger Training).

## **JAGUAR/LANDROVER** (2017 – current) [www.jaguarlandrover.com](http://www.jaguarlandrover.com)

Strategic leadership alignment, high performance teams and leadership development of exec team and next level leaders including assessments, coaching, digital micro-learning, master classes.

## **VWSA** (2011-2015) [www.vw.co.za](http://www.vw.co.za)

Leadership Development - Driving Strategic Change, 3Es of Leadership (engage, enable, empower) for Senior Leaders. High Performance Teams. Capacity Building on Personal Effectiveness, I am Talent, Decision Making, Change Management and Resilience. Accelerated Learning program for all L&D staff.

## **DE BEERS GROUP** (1999-2004) [www.debeersgroup.com](http://www.debeersgroup.com)

Strategic Transformation Journey over 5 years. Global Transformational Leadership Development Program (2500 leaders across 16 countries). Building capability in HR transformation, talent management, high performance teams, change (Some in association with MAC Consulting).

## **BANKSERVAFRICA** (2015 – current) [www.bankserveafrica.com](http://www.bankserveafrica.com)

Co-design of the organisational DNA and leadership behaviours followed by Self and leadership development journeys for 400 staff to embed the DNA. Assessments, Ennea, High performance Teams I am Talent, managing performance, change resilience, change management

## **MASSMART GROUP** (2016 - current) [www.massmart.co.za](http://www.massmart.co.za)

Co-design and implementation of both talent management and talent development strategies for 4500 leaders. Complete reinvention of the Massmart Corporate University Leadership School. Building capacity in managing talent. Readiness for change through Licence to Learn and Lead Learning.

## **GIBS** (2015 – current) [www.gibs.co.za](http://www.gibs.co.za)

Accelerated Learning for 50 program leaders. EQ in Action for a Women Leadership Program. Leading in a VUCA world (with The Coaching House).

## **FOSCHINI GROUP** (2016 – 2017) [www.foschini.co.za](http://www.foschini.co.za)

Self-Leadership – I am Talent for personal and career empowerment as part of the retail academy program for 100 store managers.

## **BRANDHOUSE** (2013 – 2015) [www.brandhouse.co.za](http://www.brandhouse.co.za)

Self-Leadership – I am Talent x 100. Engagement conferences – 5 themed conferences across the business for over 800 people to build engagement mind-sets with self, team, change and Brandhouse.

## **LIBERTY GROUP** (2016 –current) [www.liberty.co.za](http://www.liberty.co.za)

Capacity building for performance management. Self-Leadership – I am Talent for personal and career empowerment as part of an employee engagement strategy x 500 staff.

## **NEDBANK** (2017 – 2018) [www.nedbank.co.za](http://www.nedbank.co.za)

Group Learning Strategy sessions x2 and coaching of project teams.

## **MMI HOLDINGS** (2018 ) [www.mmiholdings.co.za](http://www.mmiholdings.co.za)

Group Learning Strategy session and coaching of project teams

## **USB-ED** (2015 – 2016) [www.usb-ed.com](http://www.usb-ed.com)

Facilitation of Accelerated Learning for program leaders. Development of a new approach to program design and delivery using Accelerated Learning framework and toolkit and socialising with staff and faculty.

## **ACCENTURE** (2009-2010) [www.accenture.co.za](http://www.accenture.co.za)

Leadership Assessments, Development and Coaching for managers and senior managers. High Performance Teams Workshop for Exco and other teams



Volkswagen



# Our leadership and learning track record



## **ARYSTA LIFE SCIENCES GROUP** (2013-14) [www.arystalifescience.com](http://www.arystalifescience.com)

Transformational Leadership assessments, development workshops, coaching for top 40 leaders in SA. Self-Leadership – I am Talent career empowerment. Facilitation of strategic review and team alignment session with top 40 leaders across Europe, Africa and Middle East.

## **ETHOS** (2013 - 2015) [www.ethos.co.za](http://www.ethos.co.za)

Design and implementation of Talent Management and Successions Strategies including the Leadership Pipeline. Succession Management for Partners and new CEO. High performance teams for Partnership Team. Leadership Brand and Competency Development. Culture Transformation and Staff Engagement sessions. Executive coaching.

## **CQS** (2014) [www.cqs.co.za](http://www.cqs.co.za)

Culture transformation design and capacity building. Leadership Brand development and leadership engagement. Staff Engagement sessions. Change resilience and mindset shift for merger with AdaptIT

## **AVENG GROUP: Duraset** (2012-2013) [www.avengman.com](http://www.avengman.com)

Strategic Transformation Journey High Performance Culture High performance teams for Duraset leadership and capacity building on project and team tools. Innovation Strategy and Capacity Building Session. Talent Management Strategy, Toolkit and Capacity Building.

## **BHP BILLITON** (2013 – 2014) [www.bhpbilliton.com](http://www.bhpbilliton.com)

Personal and leadership effectiveness journey with Supply Chain Leadership Team. Personal Transformation Process - I am Alive High Performance Teams and Leadership coaching.

## **ARMSCOR** (2016 – 2017) [www.armscor.co.za](http://www.armscor.co.za)

Change enablement, capacity building and executive team alignment for top 50 leaders in Armscor in support of the turnaround strategy (in partnership with FeverTree Consulting).

## **ENGEN** (2009 – 2013) [www.engen.co.za](http://www.engen.co.za)

Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline.

Retention Strategy implementation in partnership with the Senior HR Leadership Team and line talent champions.

Leadership Competency Profiling, HR Capacity Building Programs.

High performance teams, Change Management toolkit and capacity building (TM in association with Accenture).

## **TONGAAT HULETT STARCH** (2011 - 2015) [www.tongaathulettstarch.co.za](http://www.tongaathulettstarch.co.za)

Strategy and culture journey to excellence. Leadership Development and Alignment of exec and senior managers. Capability building in strategy, HR Transformation, Performance, Talent and Competency Management, Change and Critical thinking and decision making.

## **BUCKMAN** (2007-2015) [www.buckman.com](http://www.buckman.com)

(Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe) Strategic Transformation Journey from “Good to Great” Capability building in strategy, culture, talent, building high performance teams, strategic project management, innovation, coaching, change management and self-leadership – I am Talent. High Performance Teams for various global Leadership Teams Transformational Leadership, Leadership Renewal, Coaching for Managers Program, 3Es of leadership (engagement, enablement, empowerment),

## **TRANSNET AND TRANSNET CAPITAL PROJECTS** (2005-2012) [www.transnet.net](http://www.transnet.net)

Executive and senior leadership (100) alignment and development. Customised amazing race and board games. Talent Management strategy, tools and capacity building. Leadership Pipeline. Leadership competency standards and accelerated learning. Capability building in HR transformation, change management High Performance Teams. (some with Resolve Group)

## **ASPEN PHARMACARE** (2012-2014) [www.aspenpharmacare.com](http://www.aspenpharmacare.com)

Leadership Development – Crucial Conversations and Emotional Intelligence. High Performance Teams. Executive Coaching. HR capacity building.

## **DEVELOPMENT BANK SA** (2000-2005) [www.dbsa.org](http://www.dbsa.org)

High Performance Teams journey for DBSA Exco & HR team Change management and capacity building for Operations team Strategic Planning, engagement sessions and high performance teams for Northern Cluster. Leadership development workshop for women in business

## **NATIONAL TREASURY** (2012) [www.treasury.gov.za](http://www.treasury.gov.za)

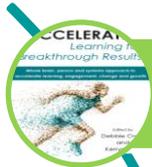
Coaching for manager’s program. HR Capacity Building Program.

## **SERVEST, EHL, MR PRICE, SA HOME LOANS**

Self-leadership for Executive, managers and staff – I am Talent



# Why partner with Catalyst



Accelerated Learning and Leading Edge Learning Design



Highly engaging, interactive, mind-set shift learning approaches



Deep expertise in Integrated Talent Management – identify, assess, engage, develop, retain



Extensive experience in partnering with clients to co-create and walk a journey with them for capacity building and real business value



Integration with digital learning and gamification tools to support and expand the learning process



Distinguished track record in many leading organisations locally and globally

# Contact Us

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