

Self Organized Learning Expedition (SOLE)

(based on SOFA* approach)



Let the people in your organisation **choose** their personal learning route to **individually** explore how to improve their performance and wellbeing. SOLE is a **virtual and highly scalable** new learning concept. Employees are **free to learn** what they decide while the **organisation profits** from the inner learning impulse of the employees.

A SOLE project:

- a group of 15-20 participants (everyone who chooses to learn something new)
- employees are given the space (30 min/week) to learn what they want to improve their performance and wellbeing
- project time frame 2 months, including: kick-off, 6-week learning period, closing session
“marketplace” where results are shared within the organisation and next steps are discussed

Your Benefits

- **Relevant:** employees learn what they need and because they want to (and not because they are told so)
- **Attractive:** highly structured but easy process that is inviting
- **Encouraging:** people experience self-efficacy while bringing their individual solutions into the organisation

Price: 750 Euro per participant

Contact us to learn more:
guides@leadership-expeditions.com



The SOLE route

Garage

Project design across hierarchies:
Time period, possible focus topic,
communication channels...

Kick-off

Everyone in the organisation is invited to
the SOLE project. Decision to participate.

Learning Project

Individual learning and research over several
weeks (30 min/week), support through peer
groups & coaching.

Market- place

The research results and learnings are
presented to everyone in the organisation.
Decision on SOLE 2.

The key question:
What would you like to
change/learn in order to
work more effectively, more
easily and with greater
satisfaction?

The SOLE-Dynamic

Your own topic is
getting bigger and
attracts others, is
making waves and
via teams has an
impact on the
organisation.

SOLE 1

Individual Level:

Personal goals and subject areas are the
reason for self-organized learning

SOLE 2

Team Level:

Relevant "products/topics" from SOLE 1 are
further developed in cross functionals teams

SOLE 3

Organisational Level:

a SOLE project team is created,
who independently supervises future SOLE
initiatives within the organisation

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