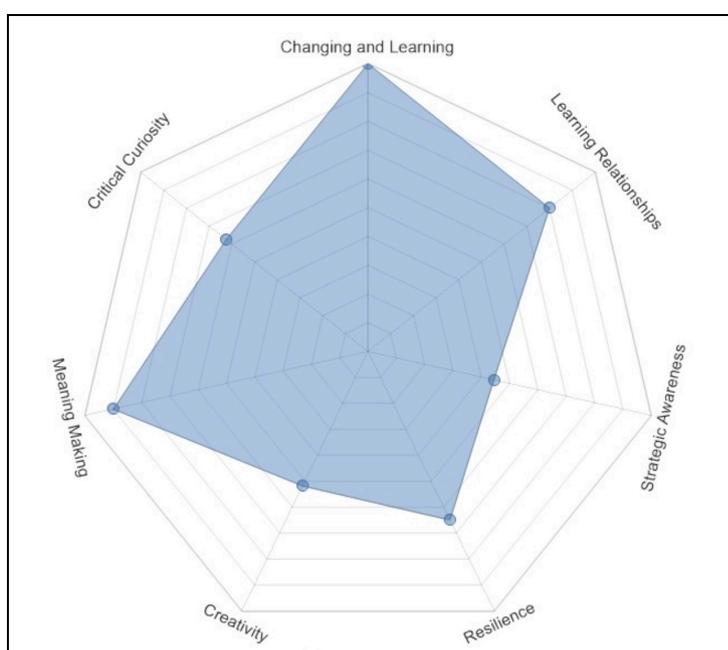


The 7 Dimensions of Learning Power

ELLI has consistently proved that the power to learn changes over time. It responds to the qualities of learning environments, be they in the home, the workplace or in social situations. As environmental circumstances change, they can become either constructive or destructive influences on *learning power*. However, informed interventions can significantly

enhance confidence or play a role in mitigating the negative impacts of such destructive emotions as uncertainty and distress.

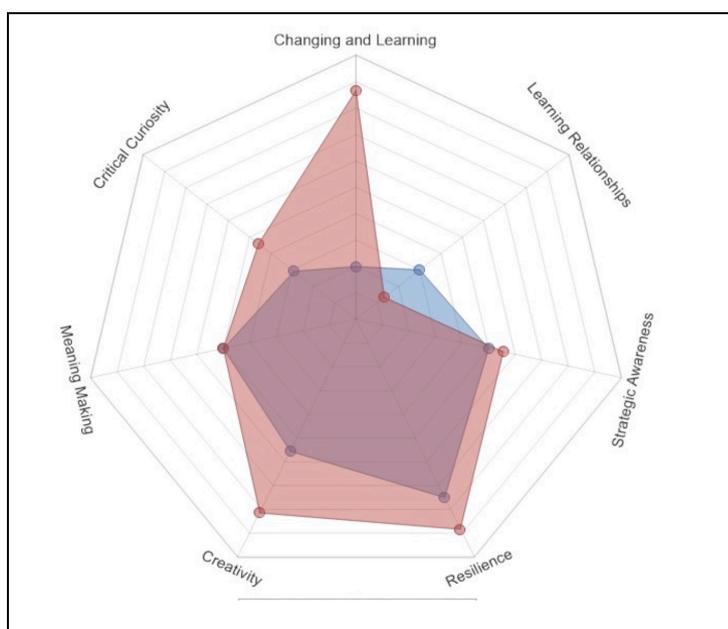
TWO SAMPLE PROFILES ... the first, a 'one-time' profile used in candidate selection; the second, an 'entry' profile of a graduate trainee with a second profile taken after 6 months



Recruitment profile of a candidate seeking a senior appointment in banking

Requirement was for particular strengths in Critical Curiosity and Creativity with candidates secure in their 'own skins' and showing the humility and respect that made them confident learners and good team players whilst in a leadership role.

This candidate was unsuccessful. Critical Curiosity was particularly important in getting to the root cause of issues rather than papering over the cracks, namely, Creativity in problem solving and Strategic Awareness of one's own learning traits and capacities.



Graduate trainee within a multinational corporate, second profile taken after 6 months of induction/bespoke training

In this case trainees were inducted via 'buddying' and supervised 'on the job' training. However, this trainee was subsequently found to be most responsive if left to trust his own judgement and learn unsupervised by putting his observations into practice. His creativity gained the confidence of his work team as a 'critical friend' and he was soon responsible for improved productivity and product quality. His manager had recognised his 'learning attributes' by monthly conversations with the work team.

Strategies and plans for change, their management and implementation challenge every organization. Some people embrace it, others resist it. We know from research carried out at Manchester Business School among corporates engaged in essential operational and cultural change programs that, in every case, internal political and social influences have seriously undermined the full and sustainable adoption of strategic business decisions. In addition,

230 among 390 companies investigated by postgraduate students at Northwestern University, USA, were found to be tackling demotivation within the workforce and that, despite the internal marketing of rousing mission statements. Similarly, they discovered that within those same 230 companies, 60% of those who bought their products and services did not return because of the way they had been treated.

ELLI IS LEARNING POWER'S SATNAV!

Individual and team profiles kick-start a learning journey that can be specifically designed to meet both personal and organizational requirement.

Change is inevitable and touches every aspect of human life be it mental, physical, domestic, social, political or economic. However, *ELLI* has a unique authority over responsiveness to change because its' learning journey enables progress to be prescribed and mapped. It adds value as it enables the impact of training and development interventions to be evaluated. It does not rely on the typologies and pigeon-holing of the psychometric tools and as such, it works with its' participants, and in harmony with other personal development programs, to reach a *Learning Power* that will engender confidence and influence performance in all aspects of their everyday lives.
