



UNIVERSITÀ DEGLI STUDI  
DI MILANO



## **WORKSHOP 2020 - 2021**

### **The learning process within organizations: Experiences, methods and trends**

Facilitator: Marco Camerini, HR consultant, trainer and executive coach

#### **INTRODUCTION**

People development is one of the HR professionals' fundamental responsibilities and it can represent a crucial contribution to improve organizations' performances. For this reason, it is important to be aware of the variables to consider in order to define effective learning programs. In a period characterized by rapid changes and disruptive technological innovations that are affecting not only organizations but also our society, economy and day-by-day life, learning and development functions are even more solicited. How are they responding to these challenges?

#### **LEARNING OUTCOMES**

This workshop aims to provide a general understanding of learning processes within organizations and to introduce some basic methods in defining, designing, delivering and evaluating training initiatives. It will also stimulate reflections about trends and innovations in people learning.

In particular, participants will acquire

- awareness of the learning process and of the key aspects involved in the realization of learning initiatives
- basic knowledge of some training methods and techniques
- insights about new trends in people learning and actual reactions of HR professionals

#### **PROGRAMME DETAILS**

- Learning within the organization: common and innovative perspectives.
- Analyzing learning needs: initial questions affect the final result
- How to design a learning initiative: main variables and constraints to consider
- Training methods and techniques
- Communication role in learning initiatives
- Evaluating results: from satisfaction surveys to performance KPIs
- New trends and continuous learning

- Presentation of the results of the fieldworks

## WHO IS IT FOR?

Target: students of the second year and students nearly to graduation.

Maximum number of participants to the workshop: **15**

In the event that the number of students enrolling in the course surpasses the number of places available (15), precedence will be given to the order in which enrollment requests have been received.

## METHODOLOGY

During the workshop there will be presentations, case studies, discussions, learning games, group activities and *on the field activities (with interviews to selected HR managers)* in order to stimulate a high level of interaction with participants.

All topics will be presented with a pragmatic approach, providing several examples and exercises.

## FINAL EVALUATION

At the end of the workshop, the students have to write an individual report and a group presentation related to the field activity.

Required minimum attendance: 80% of the meetings

3 credits will be provided to students who will do the required reports.

## SCHEDULE:

February 24 <sup>th</sup>	h 16.00 -19.00
March 5 <sup>th</sup>	h 10.00 - 13.00
March 10 <sup>th</sup>	h 16.00 - 19.00
March 16 <sup>th</sup>	h 16.00 - 19.00
March 31 <sup>st</sup>	h 14.00 - 17.30

## WHERE:

Online meetings (Zoom Platform)

The link will be sent to participants by the trainer.

## HOW TO APPLY

Send an email to the trainer **within the 15<sup>th</sup> February 2021**

**camerini@gso.it**

OBJ: Training Workshop 2021

Info to include in the mail:

- ID (matricola)
- Name/ Surname
- Degree Course
- Year
- Reasons why you want to attend this seminar