

# OBD ACAD EMY

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**The Learner's Journey**

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**ACADEMY**  
Coach Supported Leadership Development

# MEET KATE

THE CUSTOMER

Kate, the HR Director of a multi-site business, wants to develop the effectiveness of her existing leadership population and identify a development pathway for future leaders. It's important that all her leaders receive consistent messages to help galvanise the teams they lead.

Kate has chosen the OBD Academy as, in addition to the practical content and work-based assignments, each learner is partnered with their own business coach. She knows this unique offering will help to make the learning experience very personal and more valuable.



HI!

# MEET LEN

THE LEARNER

Len has recently been promoted to a management position. For the first time in his career he is responsible for people and profit. He's eager to do well in his new role, but isn't sure of the qualities that make a good leader or of the challenges they face.



# MEET CLEO

THE COACH

As an OBD coach, Cleo's primary role is to support Len's learning and development journey. She will:

- Challenge Len's thinking and understanding
- Help him to embed new learning from the modules and assignments
- Encourage him to experiment with his new learning and behaviours back in the workplace.

Where necessary, Cleo will drive the agenda and keep Len on track.



# MEET MOLLIE

LEN'S LINE MANAGER

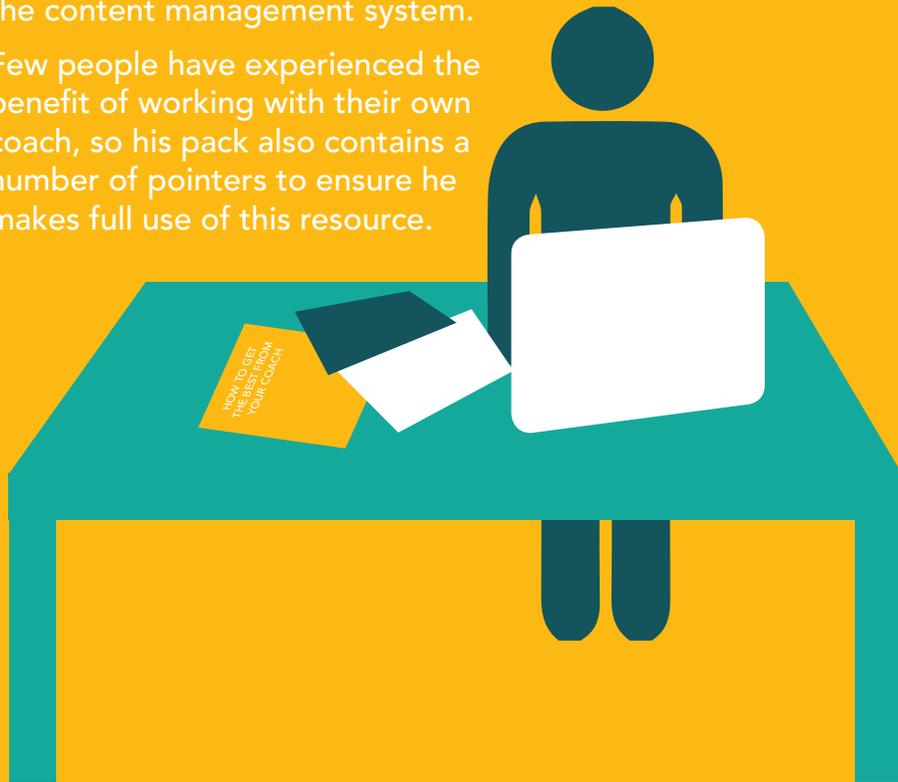
Mollie is sponsoring Len's development and, along with Kate, has briefed Len as to why the chosen discipline is right for him at this stage. Mollie is aware of the learning objectives of each module and of the assignments Len will undertake.

Mollie has agreed to review Len's progress and to discuss the findings from each of his assignments. It's important for Mollie to see Len's development as he embarks upon the programme and to feedback on behavioural changes that she observes.

# STEP 1: COURSE MATERIALS ARRIVE

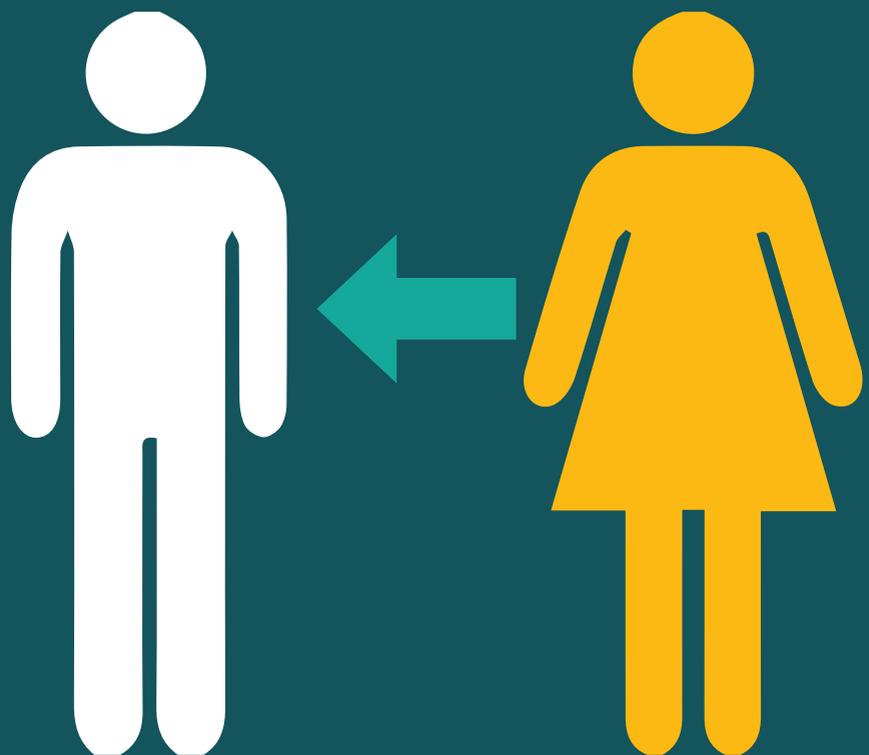
Len receives his discipline workbook containing course materials for each module plus details to help navigate the content management system.

Few people have experienced the benefit of working with their own coach, so his pack also contains a number of pointers to ensure he makes full use of this resource.



# STEP 2: NEW LEARNER QUESTIONNAIRE

Now Len is registered as an OBD learner, he is asked to complete a new learner questionnaire. The questionnaire is an opportunity for Len to share a little bit about himself and his expectations for his learning journey with his Coach Cleo. The more detail he provides the easier it is for Cleo to determine how best to offer support. It will also form the basis of their introductory coaching session.



## STEP 3: MEET THE COACH

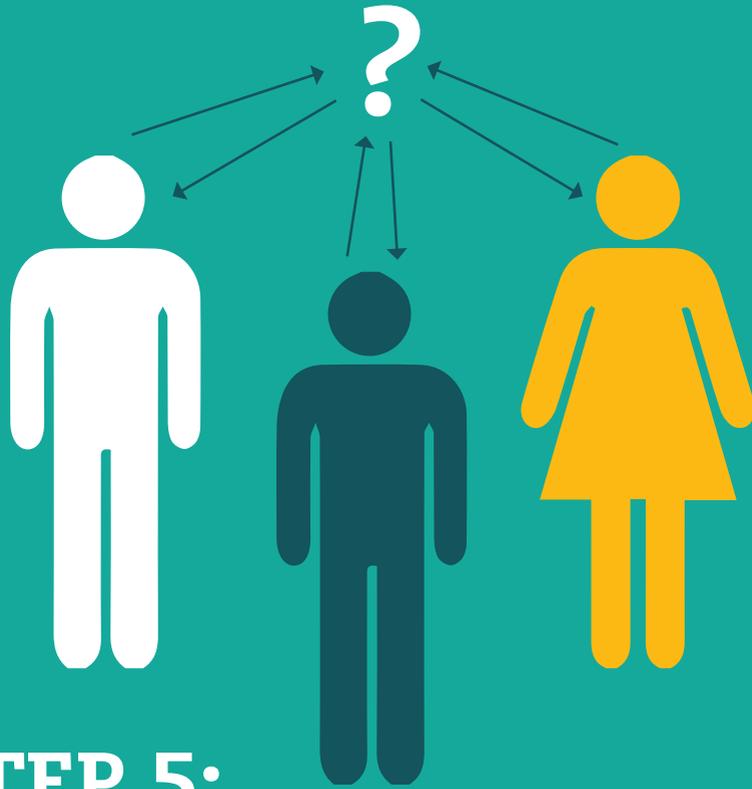
Once Cleo receives Len's completed questionnaire, they make contact to arrange their introductory coaching session.

At the end of this session Cleo and Len agree an initial learning schedule and diarise their first coaching session.

## STEP 4: READY TO BEGIN!

Len is now ready to begin his personal learning journey. He starts by working through his first module workbook. Periodically he goes on-line to view supporting media content and discussions with the peer support forum.





## STEP 5: PEER SUPPORT

The first module raises some interesting challenges for Len. To help address these he posts a question to his colleagues on the peer support forum. Together with Cleo, his coach, they receive an email alert, and a thoughtful discussion ensues with three of his colleagues.

## STEP 6: COMPLETE ASSIGNMENTS

Len completes the four work-related assignments in the module and uploads his responses for review by Cleo.

pp.4-23

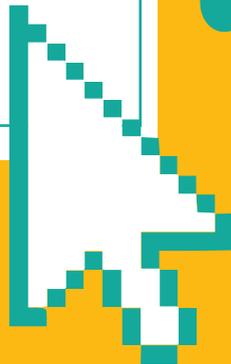
### Len's Assignment 1

Create an investment proposal outlining a new activity that you believe would make a difference to trading performance. Detail exactly what it is, the benefits, the costs, the risks and the drivers for change. How could you pilot this investment to reduce risk?

# STEP 7: COACH NOTIFIED

Cleo is notified by email that all Len's assignments have been completed and are ready for review.

TO: Coach Cleo
SUBJECT: Len's Assignments
Len's Assignments are now ready for review via the OBD Academy Content Management System.



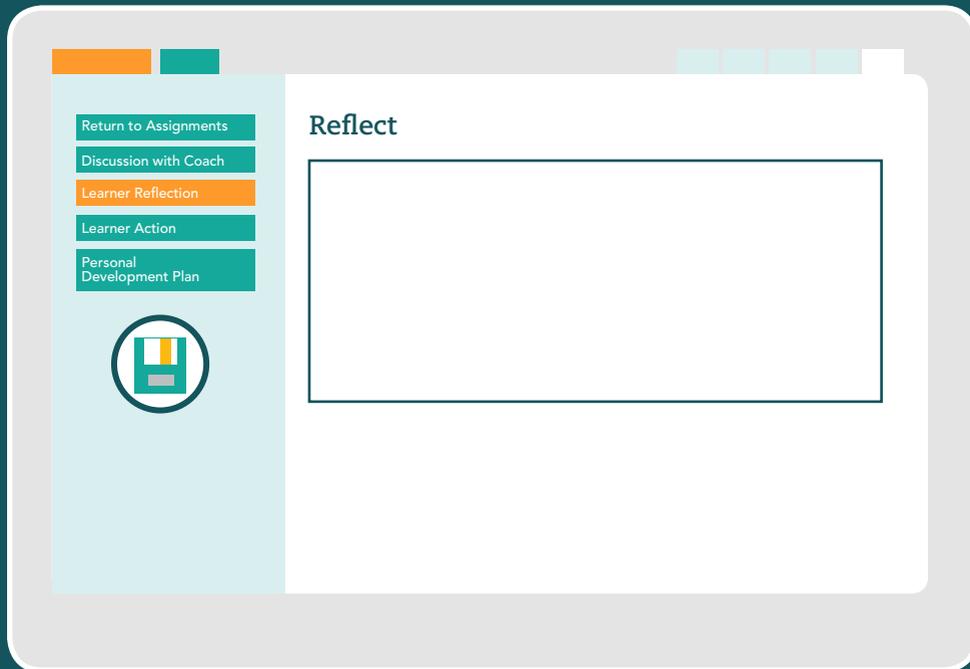
The graphic shows a laptop screen displaying an assignment titled "Len's Assignment 1". The assignment text reads: "Create an investment proposal outlining a new opportunity that you believe would make a difference in performance. Detail exactly what it is, the benefits, the costs, the risks and the drivers for success. How could you pilot this investment to test it?" Above the text is a book icon labeled "pp.4-23". In front of the laptop is a clipboard with a yellow header and the text "COACH'S NOTES". The clipboard has several horizontal lines for writing and a vertical column of six empty checkboxes on the right side.

# STEP 8: COACH REVIEWS

In advance of the forthcoming coaching session with Len, Cleo reviews the submitted assignments and prepares her notes.

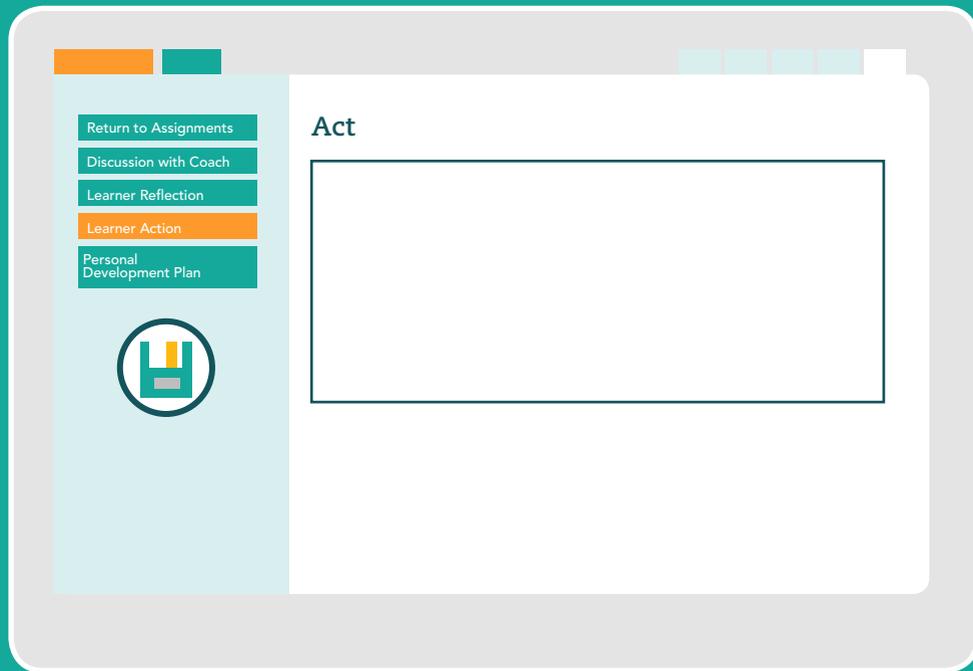
# STEP 9: LEARNER REFLECTIONS

As part of his preparation for the coaching session, Len reflects on his own learning from completing the module. He also considers what this means in the context of his own role and contribution to the business.



# STEP 10: COACHING SESSION

During the coaching session, Len shares his reflections and is encouraged and challenged by his coach to transfer this learning back into the workplace.



## STEP 11: PRIORITISE ACTIONS

Cleo asks Len to confirm what action he will now prioritise and with what expected outcomes. They agree to review progress on these actions at the beginning of the next coaching session.

## STEP 12: NEXT MODULE

Now that Len is working on his actions and tracking the outcomes, he is ready to move onto the next module.



# STEP 13: PERSONAL DEVELOPMENT PLAN

During his learning journey Len completes his Personal Development Plan. This is an opportunity to record his key learning from the discipline and to highlight any future development requirement. He and Mollie will refer to this document as part of their on-going review.





**ACADEMY**

Embed Learning • Build Confidence • Bring About Change

**Coach Supported Leadership Development**

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