

CONTINUOUS LIFELONG LEARNING™



Now, Go Beyond Training Events to Continual Learning

Process vs. Event

Organizations everywhere are sponsoring employee training events. Although they are effective, employees tend to fall back into their routine and stop applying the knowledge they gained. In order to truly utilize the new information, employees need to follow up with a process that leads to continual learning and real-life application.

The *Continuous Lifelong Learning* process starts by identifying where a person is and where that person needs to be. The assessments used in this process are an essential part of self identification so that a person can move to the next phase of the process. As individuals become more committed to the process, they will see it take over and lead to the desired performance level and beyond. Events are a part of the process, but events alone do not guarantee results.

Proven Process Components

There are three key components to personal and professional development: Commitment, Accountability and Coaching.

Commitment

People can **take charge of their life** to achieve their fullest potential. Those who are committed to the *Continuous Lifelong Learning* process will be out in front, getting the points and winning the game.

Accountability

Achieving personal and professional goals on your own can be a difficult task. The guidance of a mentor/coach

is essential to completing the tasks and competencies needed to succeed in the business world. The *Continuous Lifelong Learning* process holds the participant accountable by requiring him/her to meet with a mentor/coach on a regular basis.

Mentoring/Coaching

Continuous Lifelong Learning comes with a complete mentor's/coach's guide explaining the roles and responsibilities of the mentor/coach. The guide shows the mentor/coach how to be an effective and essential part of success. The built-in coaching sessions provide the accountability.

Self Discovery through Assessments

Understanding oneself is the foundation behind the *Continuous Lifelong Learning* process. Self discovery is accomplished through three assessments, which provide insight on **how people do things**, **why people do things** and **other's perceptions** of them. The tools used to gain this knowledge in *Continuous Lifelong Learning* are *MFS Employee-Manager* behavioral assessment, *Personal Interests, Attitudes & Values* assessment and *Discovery 360° Feedback* assessment.

Personalized Goal Setting

Continuous Lifelong Learning incorporates an individual's passion and behavior allowing him/her to set achievable goals. This goal setting process is divided into ten steps to maximize its effectiveness. They are:

- List personal and professional goals
- Determine "SMART" goals
- Evaluate goals against the PIA&V assessment

- Evaluate goals against the MFS Employee-Manager assessment
- Passion exercise
- Goal and activity planning
- Editing of plans
- Prioritize goals

Continuous Lifelong Learning Seven-Step Improvement Process

- Identify Potential Improvement Points (PIP's)
- Select a Potential Improvement Point to work on
- Research the best strategies for working on PIP's
- Brainstorm/evaluate/select and prioritize strategies with a mentor/coach
- Develop action plans
- Implement action plans
- Measure to validate improvement gained

Continuous Lifelong Learning is a personal and professional development process which puts people in charge of their own careers. The three key components of success are commitment, accountability and coaching. This process builds in these three components along with three assessments. The assessments include behavior, attitudes/values and a 360° Feedback. *Continuous Lifelong Learning* includes a goal-setting and self-improvement process. This is the most complete developmental process on the market today.

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