



Why learn?

During the last century we have moved from the Industrial Age through the Information Age to the Knowledge Age. The ability to obtain, assimilate and apply the right knowledge effectively will become a key skill in the next century. Our ability will no longer be judged solely by qualifications gained in the past, but will also be assessed by our capacity to learn.

Businesses can no longer afford to train employees on all aspects of a particular application. Deciding not to train at all and letting employees fend for themselves is not an option, as it will result in high staff turnover and increased helpdesk calls. Staff will be wasting time asking each other and perhaps not getting the best solution. Without learning organisations will not get their maximum ROI on their 'people' or their 'IT' investment

Learning isn't just about economic success - it is the key to achieving full potential.

95% of people think that learning about new things boosts your confidence.
(National Adult Learning Survey, DfEE, 1998)

71% adults think that learning can lead to a better quality of life.
(Attitudes to Learning, Campaign for Learning/MORI, 1996)

93% of us believe that it's never too late to learn

83% of us believe that learning will become more important in the next millennium

72% of us think we should devote more time to personal development

Learning in a different way

Organisations today are understandably reluctant about asking employees to spend time away from their day-to-day jobs to learn new skills particularly if there is not an urgent need to use these new skills. Increasingly corporate education must be directly linked to the task precisely at the "time of need" rather than "just in case". Learning must also accommodate the students' time constraints. A consequence will be a shift in focus to the individual learner. They will be encouraged to take greater ownership for their own learning and development.

None of us learn in isolation. There are a whole range of factors that can help or hinder us in learning. They include factors within each of us - our motivation and our referred learning styles - as well as external factors - the opportunities that exist for us to learn and the other demands that life makes on our time and resources.



What can Refine IT do?

At Refine IT we believe in helping employees learn at the time of need in small bite size chunks in either 1-3 minutes of learning or in 10 minute slots or one-hour training sessions focussed on the individual's needs. Delegates can 'pick and choose' the topics they need to learn and learn at their workplace in a comfortable and known environment which causes less stress and increases the learning potential

Often it is an individual teacher's enthusiasm and ability that influences how we learn. Most of us remember a good teacher or a strong role model from when we were young; someone who got us excited about their subject by teaching us in an interesting way.

Benefits to the organisation

- Employees are not away from the office for a large amount of time
- Delegates can learn at their own pace
- Learning can be easily absorbed and applied quickly
- Staff will be motivated and feel real job satisfaction helping staff retention
- Staff can experiment in a safe environment with a tutor on hand to guide them

Learning has the power to transform us.