

ALTE*

Cheat sheet



1 Facilitator





4 - 16 Participants





3-6 Months

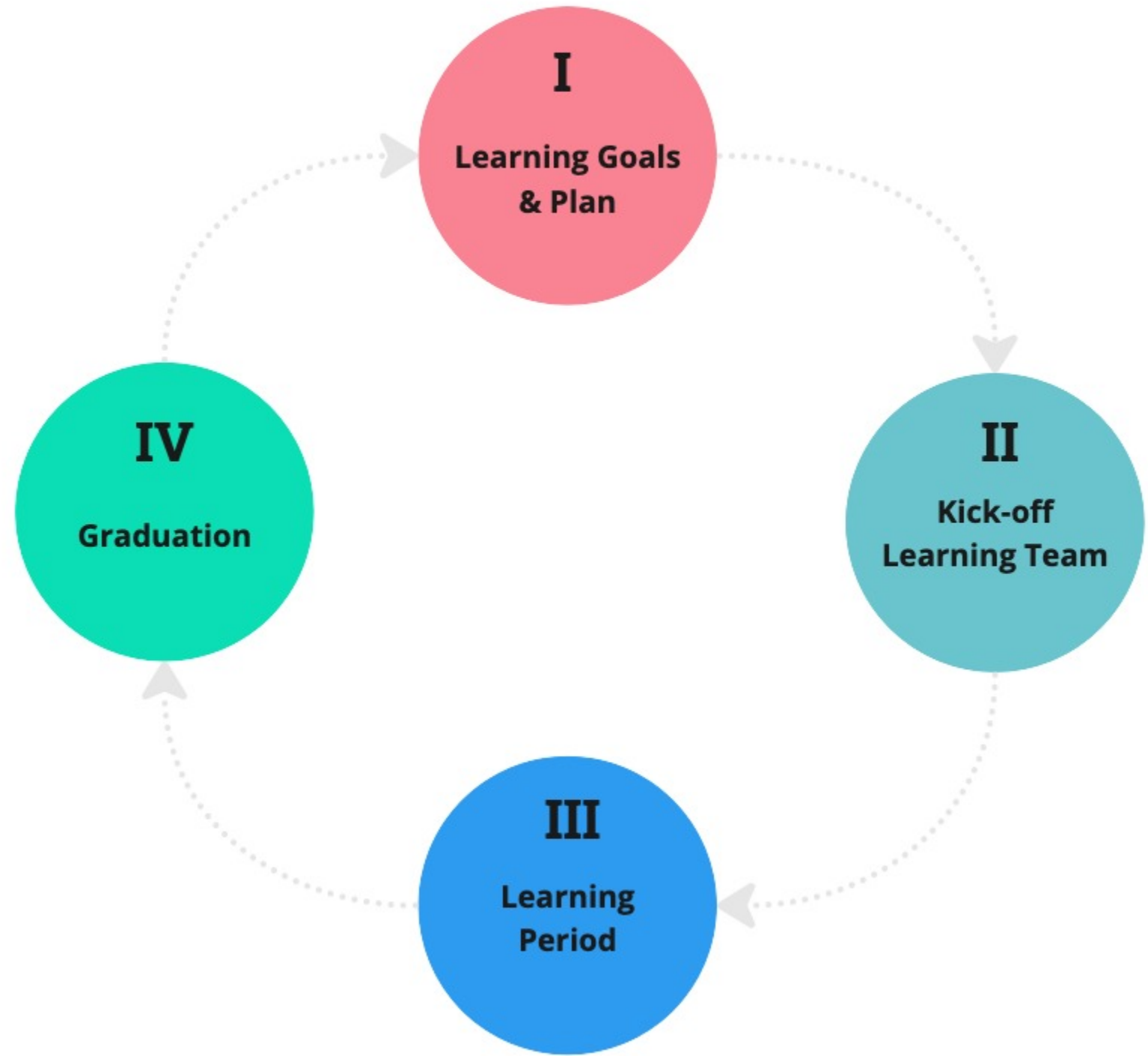
* A Learning Team Experience

 **Stage I:** The facilitator helps all the participants identify learning goal and plan.

 **Stage II:** A facilitated group meeting, where the participants share their learning goals with the group and get paired with a study buddy

 **Stage III:** A period of time, ranging from 3 to 6 months, where the participants and study buddies pursue their learning goals. The facilitator softly checks in.

 **Stage IV:** The facilitated closure of the learning period, with a day-long event, where the facilitator creates a space where participants can revisit and relearn the newfound knowledge. The day is finished with a small celebration and an activity checkout.



ALTE*

Who is Participating?

* A Learning Team Experience

👤 Facilitator

The facilitator is the owner of the exercise. The facilitator's role should be clearly stated to the group at the beginning. The process can take anything from 3 to 6 months, and the facilitator's role is to walk and hold the process for the whole group.

The facilitator can be anyone in the organization, but the best-suited roles are:

1. a team manager
2. the HR role in charge of learning or career development
3. a senior team member that interested to facilitate this exercise for their team
4. A guild community leader
5. Internal or External Growth coach

The sweet spot for group size is anything between 8-10 people. But it can go as large as 20 and it really depends on the ability and time of the facilitator to manage large groups in group sessions and 1:1 meetings.

👥 The participants

The participants can be an existing team or a workgroup. Also, the group could come together specifically for this exercise. They should be aware and committed to the learning exercise as a time and potential effort.

The participants can be anyone in the organization, but best suited are:

1. existing project teams or reporting to the same manager
2. a community of practice
3. a learning group

🕒 Time-frame

The process can take anything from 3 to 6 months. This is a visualization of a 6 months time frame.

Stage I: Learning goals, **Stage II:** Kick-off, **Stage III:** Learning, **Stage IV:** Graduation

