

The challenge

Like many organisations, Lincolnshire County Council had invested in technology to support their learning but needed that investment to work even harder and deliver even more. In 2010 the council want to extend the reach of their offering and support a more collaborative approach to learning and working together to improve quality and efficiency. To do this, the organisational change team needed engage a wider range of stakeholders across the diverse directorates in a new strategy for the council known as 'New Ways of learning'.

Lincolnshire County Council's next steps with Towards Maturity

LCC's investment in a virtual learning environment and courses to support regulatory learning had had some successes but the team knew that they could achieve so much more. Having previously participated in Towards Maturity research before, the team believed that the 6 steps within the TM Model of e-learning maturity would provide framework they needed deliver the vision of 'New Ways of Learning'

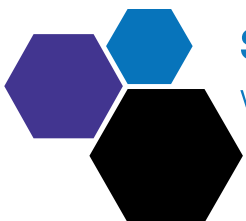


Working with Towards Maturity really kick started our 'New Ways of Learning strategy'. The Towards Maturity Model is a proven framework that will move our strategy forward and the supporting workshop has helped accelerate stakeholder engagement and buy in. We achieved in a 6 week blended programme what would have taken us 6-9 months without Towards Maturity's support.
Andy Brookes , Head of Organisational Change, Lincolnshire CC.

For the 'New Ways of Learning 'strategy to be successful, the council first needed to take stock of their current position. To achieve this, they completed the Towards Maturity Benchmark which was reviewed in a pre workshop briefing to identify priority areas for the council.

It was also important that wide range of stakeholders—internal L&D teams, external providers and partners, unions, learners and managers – were able to contribute to the ongoing strategy and catch the vision by experiencing a new approach to blended learning. To achieve this Towards Maturity tailored their Next Steps workshop to bring these stakeholders together. They used LCC's existing learning platform to create a blended learning event that allowed critical staff to collaborate together for the first time.

All participants were provided with pre-course material including an overview of the TM model plus examples of e-learning success in other organisations and were encouraged to reflect on their own experiences within LCC.



Supporting Your Journey
with **Learning Technologies**

First Steps, Next Steps, Future Steps

Bringing 40 stakeholders together from across the council together for the first time —what did participants appreciate about the process?

- 82% of the group said the event provided them with practical ways to work smarter together
- 'It did not talk over the heads of non L&D professionals, but was very inclusive'
- 'I liked that we were able to interact with other colleagues to share knowledge and ideas'
- 'Overall it was a good experience and this helped with my understanding of what needs to be done in regards to e-learning from both a managers point of view and learners'
- 'Great day, took lots of notes, some new ideas I intend to explore in the next month or so. Thanks for the opportunity to attend'
- 80% of participants found the pre course work on the Towards Maturity Model helpful in preparing for the day
- 98% found the facilitators subject matter expertise and facilitation skills to be excellent/good
- Confidence across all participants as a result of attending (with those very confident in their awareness of learning technology opportunities increasing from 24% of audience at the start to 67% at the end).

'With our current focus on efficiency and cost saving, we thought long and hard before bringing in external expertise. However Towards Maturity's practical, independent input has helped us leverage existing research and learn from both our own and others experience saving us valuable time and money.' Andy Brookes , Head of Organisational Change, Lincolnshire CC. ' Andy Brookes , Head of Organisational Change, Lincolnshire CC.

About the Towards Maturity Next Steps Workshop:

Based on the Towards Maturity Model, this workshop will help you to identify a practical action plan to ensure that your investment in learning technologies **delivers results** . The workshop will help you **avoid costly mistakes** and **realize the potential** of learning technologies in your business..

The programme is led by respected, independent industry experts and can be run in a number of formats to suit your requirements. Typically the programme will include:

- **Preparation:** The Towards Maturity Benchmarking Survey is used to highlight priorities for your organisation which are then used to tailor the workshop to your unique requirements. Participants undertake some reflective self-study activity prior to the event to stimulate thinking and model good blended learning practice.
- **Interactive workshop:** Activities take place over one or two days of face-to-face or online sessions that help identify opportunities, barriers and solutions; these in turn enable you to create practical collaborative action plans.
- **Reflection and application:** Ongoing engagement and collaborative implementation is facilitated after the workshop using forums, feedback surveys via a virtual learning environment.

The workshop sessions are highly participative and action-orientated, so numbers need to be constrained. It will certainly help if all the major stakeholders in your strategy are able to be involved.

Find out more about how the Next Steps Workshop can support your organisation's learning journey:

www.Towardsmaturityenterprises.com/next-steps

