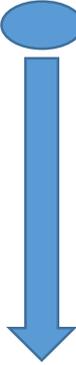
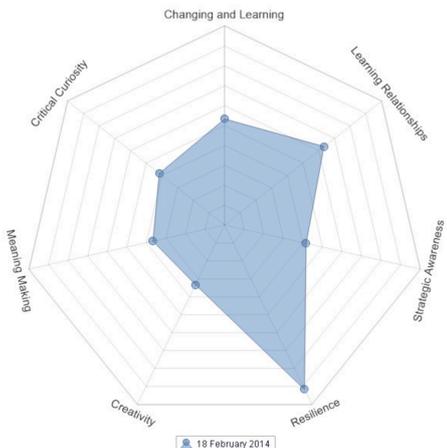


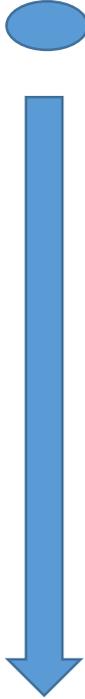
HOW *elli* WORKS

A simple online questionnaire produces the *elli* profile and the profile is presented back to the participant as a familiar spider graph with scores provided against each of the seven dimensions. Together, the pattern the graph creates presents a picture of an individual's Learning Power and kick-starts the opportunity to manage their future performance.

elli introduces the idea that we have the opportunity to change our power to learn over time and that by using our profiles constructively we can embark on a meaningful learning journey. The journey begins by the learner working with their immediate managers and/or L&D professionals to select L&D interventions that will result in a change in the balance between the learner's strengths and weaknesses. The journey becomes a pathway with which to improve performance both now and wherever learners find themselves in the future.

A SIMPLIFIED METHODOLOGY

	<p>INTRODUCTION TO <i>elli</i></p> <p>ELLI understands the 'whole' person and enables us to become the architects of our own success</p> <ul style="list-style-type: none"> • 'Learning Power' is the key to performance management • ELLI offers us a 'language of learning' by unbundling its drivers • We begin by using a blank spider graph to plot our personal perception of our power to learn 	<ul style="list-style-type: none"> • ELLI is a voyage of discovery as it takes us on a learning journey • ELLI offers a helping hand, giving us the courage and the tools to find new confidence both socially and in the workplace • ELLI is a well-trodden route to securing those competencies that we may find elusive
	<p>NEXT COMES THE ON-LINE QUESTIONNAIRE</p> <ul style="list-style-type: none"> • Complete it ... there are no right or wrong answers ... just a record of how you felt on the day • Compare personal perception with the reality expressed by the reality uncovered by the 7 essential drivers of the power to learn 	

	<p>DIAGNOSIS</p> <ul style="list-style-type: none"> • Your first ELLI profile provides the starting point for your learning journey. Its messages then need to be considered not only with performance requirement on and off the job but also with personal direction, aspiration and ambition • Next, decide what your personal development agenda will be for the coming few months and, if appropriate, check it out with your immediate manager and/or the L&D Department. There will probably already be training and coaching choices that make up the company's curriculum 	<p>CONSIDERATIONS</p> <ul style="list-style-type: none"> • Personal desire to make changes to behaviour, lifestyle or habit • The company's strategic plan and the future of your role • Present Role Definition/Job Description and competency requirements • Key performance indicators • Professional objectives
	<p>THE LEARNING PLAN</p> <ul style="list-style-type: none"> • Your development agenda for the coming 6, 9 or 12 months with specified courses and programmes, your objectives and the outcomes you seek • Coaching and mentoring brief for chosen providers as required 	<p>A HANDY TIP!</p> <p>A number of companies (and even individual participants) have introduced the 'Learning Log' ... a daily record of new knowledge acquired, how, from whom and how it might be useful. Best way to make this work is to make a note as the learning happens.</p>



LEARNING RELATIONSHIPS

- Learning can occur in any place and at any time, sometimes from your reading and personal experiences, sometimes from your friends and family and, perhaps most frequently, at work
- Foster and nurture relationships with those who contribute most

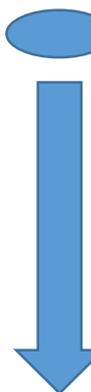
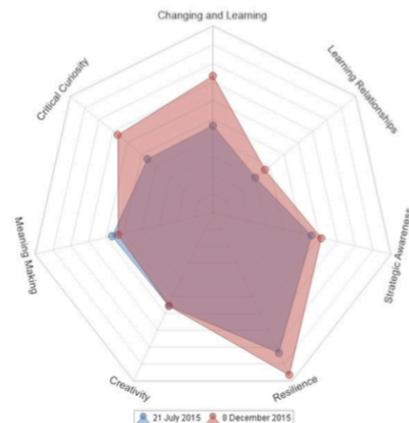
PEOPLE AND PLACES

- **Never be afraid to ask for help and for clarification when you aren't sure whether you fully understand**
- **Don't dismiss a contribution to your learning even when it comes from a most unexpected place**
- **Try to find a quiet time of day or a particular place for thinking time**



REACHING THE FIRST MILESTONE

- Once the time that you set for the achievement of your 'Stage One' learning objectives has elapsed it will time to re-visit the on-line questionnaire
- ELLI will automatically overlay your second profile with your first and you will be able to see whether the learning plan has made a difference

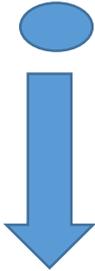


PROGRESS REVIEW

- Many things can change in a few months from personal or professional circumstances to the progress made in developing your learning power. Make sure that you consider these changes as you review your new profile

ANOTHER HANDY TIP!

- **Don't just rely on working through your profile with your manager, get the view of a work 'buddy' or a friend**

	<p>REDIRECTION</p> <ul style="list-style-type: none"> • This is your opportunity to revisit your learning plan, develop it further and give new impetus to your learning journey 	<p>LEARNING IS PERSONAL (as well as professional!)</p> <p>Make sure that the next stage of your journey really does make a difference to you as a person not only at work but socially too.</p>
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We are all different in our approach to learning and, added to that, our different roles within our organisations will require different and distinctive but prescriptive profiles. Also, as our roles develop and change, so will the balance of the dimensions that make up our profiles need to develop and change.

There are 72 questions within the questionnaire and there are no right or wrong answers. The most important thing, however, is for the user to be as accurate and true to themselves as possible with their answers.

The questions make simple statements about how the learner might, or might not, respond to a specified learning situation. They are asked, in every case, to say whether the statement is

- Very like you
- Quite like you
- A little like you
- Not like you

The trick is to read the questions very carefully as **elli** does repeat some questions but in a slightly different form. The learner must also stay in the present, thinking of themselves as they are when they complete the questionnaire and of the situations that tend to enable them to learn most productively.

LEARNING POWER DEFINES US!

Learning is everywhere, on and off the job, in every corner of our lives. There is no escaping its impact. **elli** has been found to be as relevant to the selection of shortlist candidates for recruitment of a chairman for a FTSE 250 company as to the development of training programmes for engineering apprentices. **elli** has given reluctant entrepreneurs the courage to step into the unknown and the socially retiring, the confidence to tackle a room full of new faces.