

LEARNING AND COMPETENCIES

What will you learn?

- How **Learning and Competencies** relates to the view **Develop Competence**.
- Five **building** blocks for **learning and competencies**: Individual Competence, Helping, Communication, Creative Tension and Team Competency structure.
- What are **five components** of **individual competence development**: lead by example, self-study, training and certification, coaching, learn by doing.
- What is needed to **help** each other to **grow competencies** including four practices to support helping each other: peer learning, knowledge hours, exploration days and lead by example.
- What is **competence** and how does it relate to **teams**?
- How to **set up and use** a **Team Competency Matrix**.
- **Team communication** that **supports** a team to develop competencies: reducing distance, relevant documentation, rituals, listen/pay attention, non-violent communication and power questions.
- How does **diversity** in a **team**, including **different roles, support learning** in a team.

What will we discuss?

- How can you **motivate people or teams to develop new skills**?
- Should **co-workers** also **contribute money or time** to the **development** of their **skills**, or **compensate** the **organization** when they **leave**, As they also benefit personally from new skills?
- How do you **measure competence development**? How do you know if investments in competence development are paying off?

Which practices will you experience or learn about?

[Team Competency Matrix](#)

How to identify expertise gaps both individually and as a team to ensure that everyone's needs are met.

[Exploration Days](#)

How to explore new ideas by fostering continuous learning and development within your teams.

