

Developing Learning Autonomy in Work-Based Learner-Centred CPD Provisions

Kiefer Lee (SBS)



Perception of Need to Innovate

High Low

High

Ability to Innovate

Low

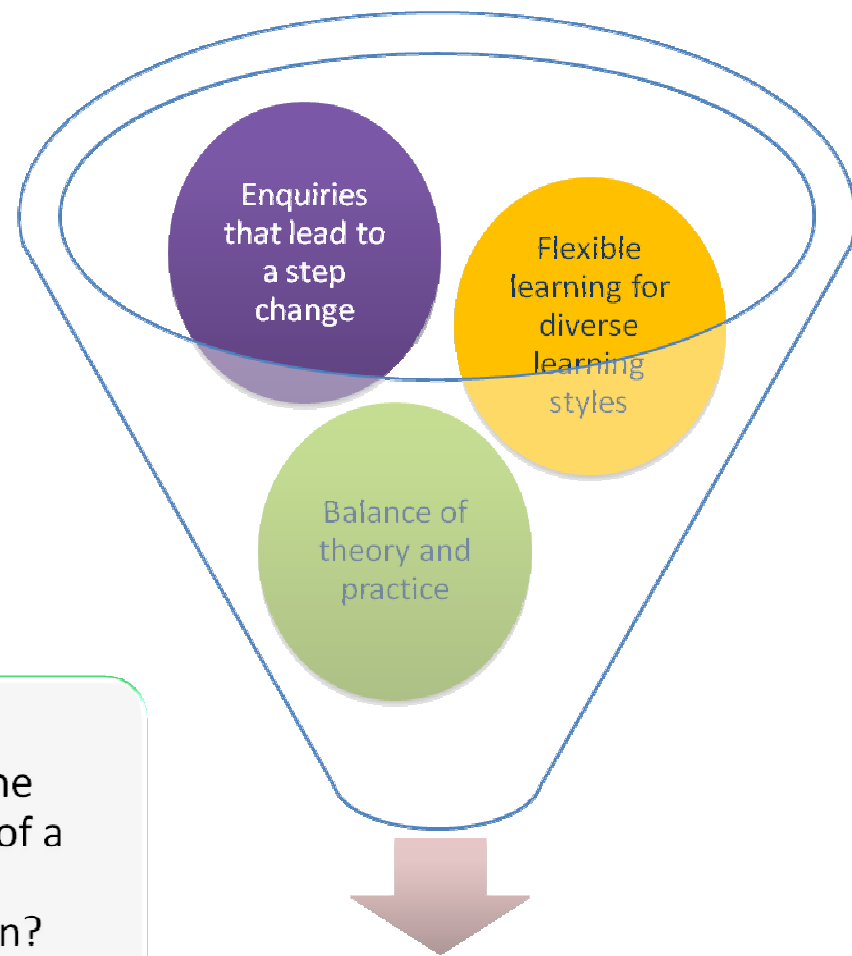


Source: Adapted from Percy (2002), Market-Led Strategic Change

Target Client B
Blissful Ignorance – Clients who are unaware of the need to innovate.

Target Client A
Frightened Rabbits – recognises the need to innovate but currently have low ability to do so.

TARGET CLIENTS



Organisational Learning

CPD: An Enquiry Based Approach

- EXAMPLE
- What is a market innovation?

- Based on Tan (2003)

Define the Enquiry

Analyse and Enquiry

- EXAMPLE
- What is the make-up of a market innovation?

Identify Learning Issues

Generate Ideas or Hypothesis

- EXAMPLE
- What are the sources of market innovation?
- Which idea would I based my innovation on?

- EXAMPLE
- What knowledge and skills are required to achieve the required learning outcomes?
- How would I go about it?

Learner Autonomy