

## Why a Peer Learning Group is a Wise Management Development Choice

The Problem:	Traditional management development lacks results.
The Reasons:	<ol style="list-style-type: none"> <li>1. The programs are conducted outside of the company, providing general knowledge without direct application.</li> <li>2. Managers perceive that self-organized and self-managed forms of learning are more useful than traditional classroom training.</li> <li>3. Research has found that 70% of learning comes from experience, experimentation and reflection, not the classroom.</li> </ol>
The Solution:	A peer learning group program that is results-oriented, cost-effective, and simple to set up.
What It Is:	A peer learning group is a group of managers who learn with and from each other in a self-directed and self-managed process.
Why It Works:	The Peer Learning Group Model® works because it deals with current problems and challenges faced by managers, right where they face them.
When It's Used:	Organizations that use peer learning for leadership growth have 36% more net revenue per employee, 9% higher gross margin and are 4.6 times more likely to anticipate and respond effectively to change.
How It Works:	In our Peer Learning Group Model®, managers share their experience, build their knowledge and skills, and bond with their peers. It is self-directed and onsite so there is no need for an outside facilitator or travel. There are Peer Learning Institute® materials that guide the managers through a module, which has a 2-session learning format. Each session is only 90 minutes and held one month apart. Between sessions, the managers practice using what they have learned.
The Choice:	<p>An offsite professional management development program that takes considerable time and energy to set up; has an enormous cost associated with it; and offers, for many reasons, very little return on investment.</p> <p style="text-align: center;">or</p> <p>An onsite, self-directed and cost-effective peer learning group where managers: learn from each other, validate their experience, build more expertise, and learn practical management techniques that they can use immediately.</p>