



Welkom!

L&D awards case delaware

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Dit zijn wij



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delaware

nieuw bootcamp format

'this bootcamp is made for learning, and that's just what it does'



*Let's get to know
you(r challenges)*



An illustration on a light green background. At the top center is a target with a red bullseye and concentric red and yellow rings, mounted on four brown legs. Below the target, a large white arrow points upwards. At the bottom, two people are shown from the back, their heads and shoulders visible. The person on the left has dark hair and wears a yellow sleeve, pointing their right index finger towards the target. The person on the right has brown hair and wears a green sleeve, also pointing their right index finger towards the target. The text 'gedeelde doelen en uitdagingen' is written in white, sans-serif font across the middle of the image, partially overlapping the arrow and the people.

gedeelde doelen en uitdagingen



hoe het begon



delaware bootcamps?

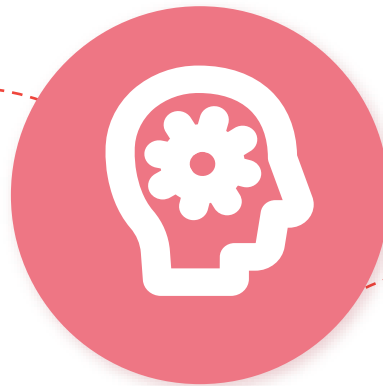


eerder zoals dit 😊

onze doelen



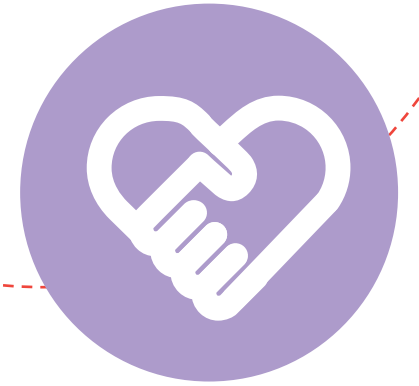
Waarderen &
motiveren



Inspireren & groei
stimuleren



Connecteren &
netwerken



Vieren



Welke initiatieven brengen, in jullie organisatie, mensen samen om te leren, groeien, connecteren ...?

A person's hand holds a circular sign with a white smiley face against a bright sunset. The background shows a forested valley and distant hills under a cloudy sky. The person is wearing a plaid shirt and a hat.

terug naar de oefening

Bouwstenen L&D visie

Continue
groei en
ontwikke-
ling

Onder-
steunende
leeromge-
ving voor
iedereen

Lerende
neemt
ownership

Leadership
als
accelerator

Learning
transfer /
impact
creëren

Breed
aanbod
leer-
initiatieven

Bouwstenen L&D visie toegepast op de bootcamps

**Losstaande
offsite**

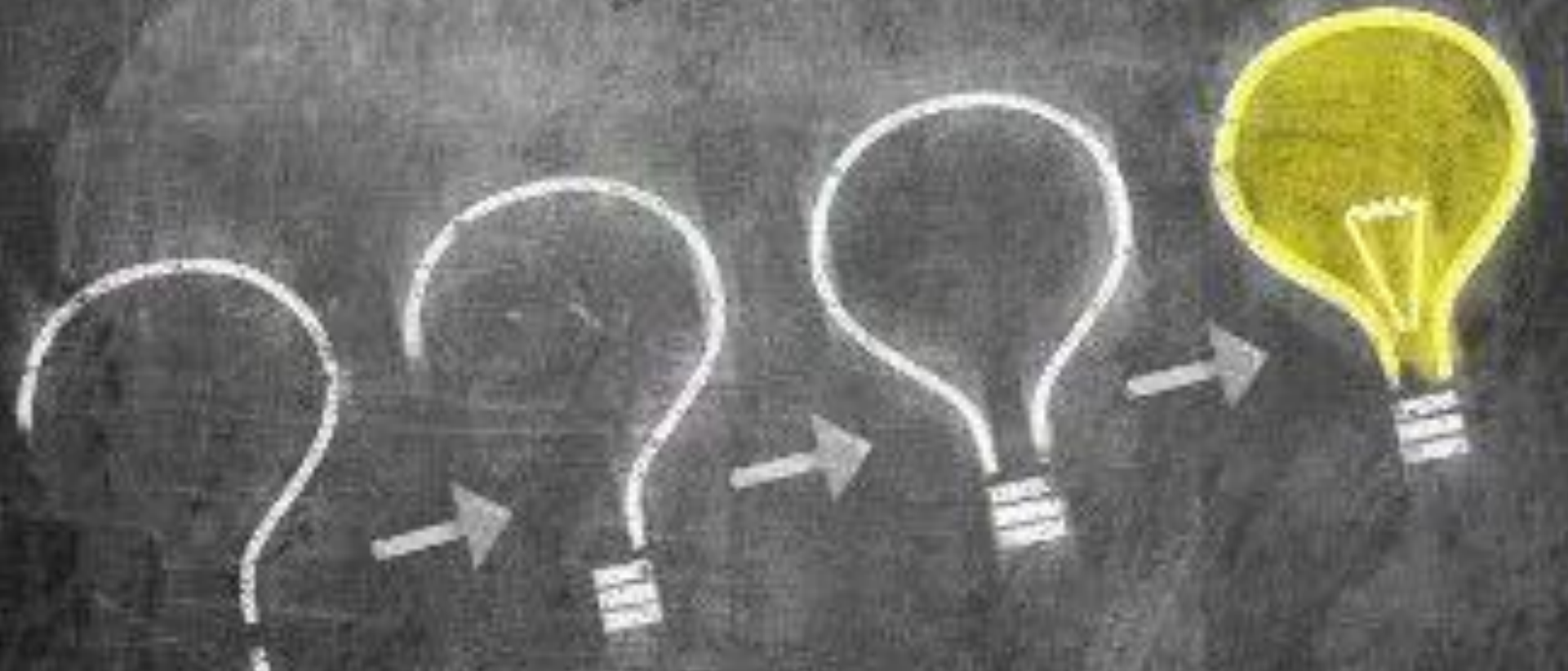
**Gepromo-
veerden
als
doelgroep**

**Lerende als
passieve
consument**

**Beperkte
leadership
betrokken-
heid**

**One size
(doesn't)
fits all**

**Focus op
training**



van uitdagingen naar oplossingen

Continue groei en ontwikkeling

Senior Bootcamp journey

1



Kick-off

2



Reflection

3



Growth conversation

4



Offsite

5



Continue learning journey

we commit. we deliver.



Lerende neemt ownership

Examples of reflective questions

- Are there roles & responsibilities in which you would like to grow? What do you need in order to evolve in this direction?
- Which knowledge & skills would you like to acquire?
- What behavior changes are you aiming for?
- What are you already good at, and can you strengthen further?
- Looking at prior feedback & the expectations for Seniors, in which area can/should you still grow?
- Importance of your network:
 - Who can you turn to for advice?
 - Who is a role model?
 - Who can help you to expand your network?



TIPS:

1. Try this **prompt** with Co-Pilot or ChatGPT: "[copy your feedback (letter) here] Based on this feedback (letter), in which areas can I improve my performance and what specific steps can I take to develop myself?"
2. Reflect on the **Expectations Framework** for Seniors ([business](#) / [support](#))
3. Review our available [learning offerings](#)
4. Read more about [Essentialism](#)

CRAFT YOUR INDIVIDUAL GROWTH PLAN



STEP 1: SELF-REFLECTION

Reflect on your development needs through looking at the Expectations Framework, prior feedback (letter) and our available learnings in our learning catalogue.

Use this preparation for your conversation with your close leader or team lead, and complete with their advice.

My strengths

This is my strong suit.

My growth areas based on the Expectations Framework

I will pay extra attention on this in 2024.

My challenges

This I find difficult. Here I could use a hand.

My accelerators

Colleagues, role models, training,... that could boost my growth.

Leadership als accelerator



Dear close leaders,

The second edition of the Senior Bootcamp is coming up on **October 18 - 19**.

We're excited to see our seniors continue their growth journey, and **your support is key to making it a success**. Below, you'll find an overview of who's joining, and a few expectations from you as close leader.

Kick-off call (September 10)

To set the stage, we've scheduled a kick-off call on September 10 with  [the participants of the Senior Bootcamp](#). During this call, we'll cover the Bootcamp program and **outline the actions they need to take**:

1. Reflect on their personal development.
2. Engage in a growth conversation with you as close leader or their team lead.
3. Register for the Senior Bootcamp sessions that align with their growth ambitions.

These steps are crucial for ensuring that your close leadees get the most out of the bootcamp, and your support in following up is essential.

What's expected from you?

To make this Bootcamp a success, we need your active participation:

- **Prepare for Growth Conversations:** Be ready for your Senior(s) to reach out for a growth conversation. If you need inspiration, we've got  [conversation starters](#) available. Your learning & development team and HR coaches are also happy to support

Pre- and post- bootcamp

Senior Bootcamp October | How is the growth plan of your senior going?



Thu 07/11/2024 18:04



Dear team leads & close leaders,

Last month, one of your team members or close leadees (*see attached overview*) attended our revamped **Senior Bootcamp**.

In this new format, we emphasized **personal ownership** of growth. We encouraged them to **reflect on their development areas** and choose sessions tailored to their needs.

The feedback has been positive!

During the closing workshop, everyone created their **personal growth plan** and was invited to **reach out to you as their (close) leadership** to discuss this. Also with the EOY conversations coming, this is the perfect opportunity to check-in.

If you haven't had a conversation yet on this, please connect with them. This conversation will help to create accountability and assure progress towards their goal(s).

Not sure how to tackle this? Here are some **guiding questions** to get the conversation going.

- I've heard you created a growth plan during the bootcamp, what growth objective did you work out?
- How is your growth plan going? What have you already done? What's your next step?
- Do you need any support to make this happen?
- ...

Don't hesitate to **share your feedback back to us** so we can further optimize this new way of working.

Thank you in advance for your support!

3



Growth conversation



Ondersteunende leeromgeving voor iedereen



Target audience = new hires &
new promotes

Creëren van duurzame leertransfer



General sessions for all



Sessions of choice to inspire
further development

in lijn met onze organisatiestrategie

Creëren van duurzame leertransfer

Door relevantie te verhogen en af te sluiten met een groei-workshop

MY GROWTH PLAN

my GOAL:
What do you want to achieve? Why is it important for you / delaware?

.....
.....
.....

my REALITY:
How far is your goal today? What is going well and where do you need to improve?

.....
.....
.....

my OPTIONS:
What could you do to reach your goal?

.....
.....
.....

my OBSTACLES:
what are potential obstacles that might prevent you from reaching your goal?

.....
.....
.....

I WILL take the following steps (milestones):
Based on the above, what will you do to reach your goal? What are your next steps? What support do you need? Make it smart.

.....
.....
.....
.....
.....

1 **we commit. we deliver.**

Questions cheat sheet

How will you prioritize your time & energy to progress towards this goal?

How will you involve your leadership to realize your goal?

What would make the journey towards your goal more enjoyable for you?

How will reaching this goal affect your personal or professional life?

What support or resources will you need?

How will you hold yourself accountable to take action?

Have you managed to overcome similar obstacles in the past?

Why do you want to achieve this goal?

What will happen if you don't achieve your goal?

Breed aanbod leerinitiatieven

Want to learn more about coaching?



Discover Inside

[How to grow your coaching skills](#)



Sign up for training

- [Start to Coach](#)
- [Coach the Coach Practice Lab](#)
- [Effective Customer Collaboration Fundamentals](#)
- [NEW! The art of delegating](#)



Mentorship

[Our mentorship program](#) offers invaluable guidance and support, providing you with access to experienced mentors who can share their insights and wisdom.

Did you know that as of Senior level, you can become a mentor yourself?



delaware library

Borrow a book from our very [own library](#):

- How to help and be helped – *Russell Brand*
- Tribe of Mentors – *Timothy Ferriss*



“ Innovation is the ability to see change as an opportunity – not a threat.



Steve Jobs



Wat nog?





**Welke elementen kunnen vertaald
worden naar jullie
leerinitiatief/organisatie?**



onze resultaten

Uit impact survey

1 **Lerende
onderneemt
actie; tijd is
een challenge**

2 **Effectieve
nieuwe
leerinterventies**

3 **Verhoogd
zelfbewustzijn**

4 **Leadership
ondersteuning**



Wat deelnemers zeggen



The **growth workshop** for me is what should be the core of a bootcamp. **Reflecting** on your feedback and **looking forward** all at once. It helped me in my **other** growth **conversations** during the year.



The bootcamp was a great experience. I really liked it for **connecting** with a lot of peers, **celebrating** this milestone and the **new insights** it brought that help me in my job as Senior.



leren, meten, bijsturen

Volgende stappen



Uitbreiden naar
andere bootcamps en
programma's



Leadership
betrokkenheid nog
verhogen



Klanten uitnodigen ter
“outside in”
perspectief

Om af te sluiten

Wat neem je mee naar jouw organisatie?



Delaware

Stem op ons!