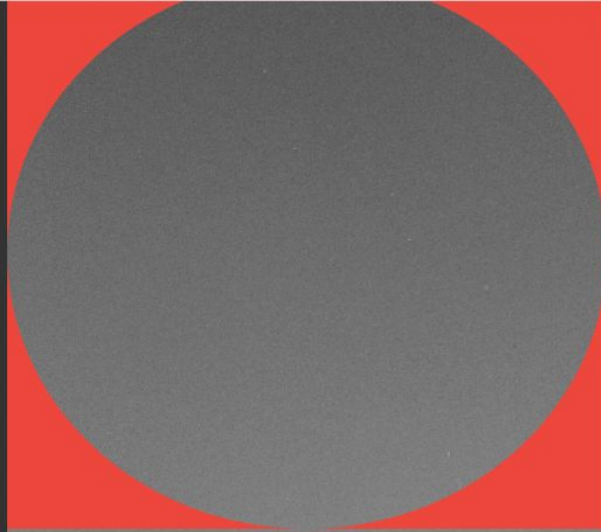


#Neverstoplearning at a german sports car manufacturer

Forever Day One @ctrl>cltr festival
April 12th, 2023

Forever
Day
One



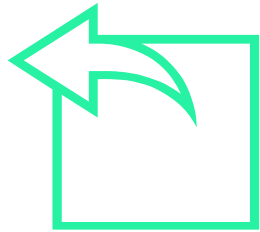
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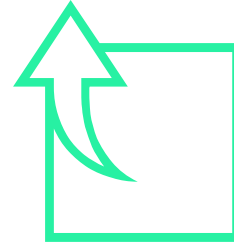
Strategy 2030: Green mobility



Increasing pace of change in the automobile industry leads to new level of qualification needs



Reskilling



Upskilling

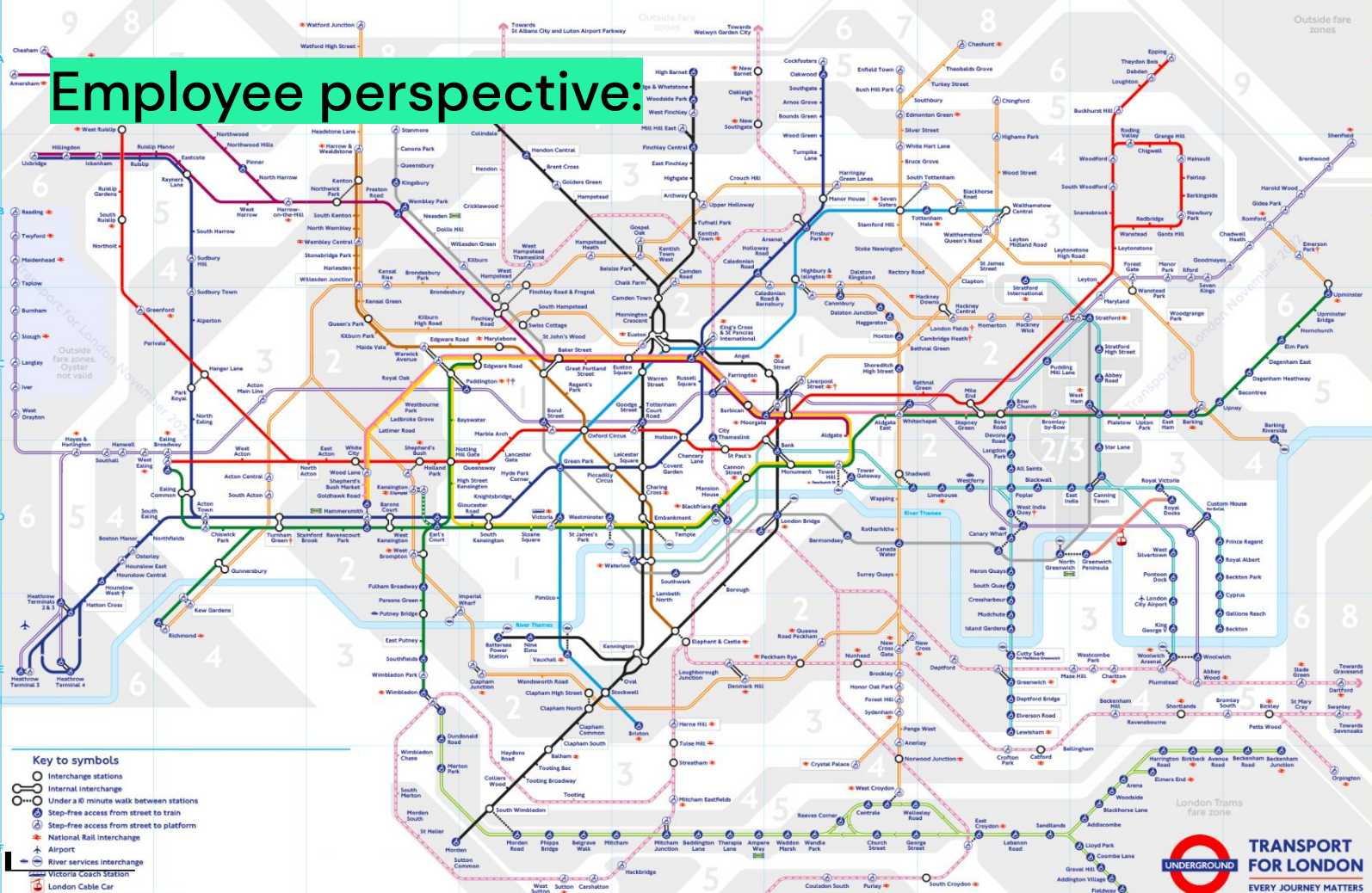
People Strategy 2030

Skill Management

Leadership Development

Learning Experience

Employee perspective:



- ↑ Check before you travel
- ↑ Hounslow West
Step-free access for manual wheelchairs only.
- ↑ Paddington
Bakerloo line step-free access via Elizabeth line station entrance.
- ↑ Services or access at these stations are subject to variation.
To check before you travel, visit tfl.gov.uk/plan-a-journey

The Night Tube runs on Friday and Saturday nights on the Jubilee and Victoria Lines and on most of the Central and Northern lines. Night services also run on part of London Overground.

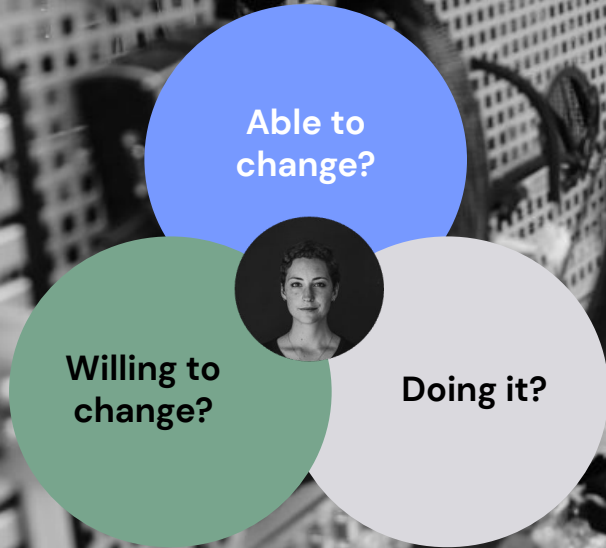
- ### Key to symbols
- Interchange stations
 - Internal interchange
 - Under a 10 minute walk between stations
 - Step-free access from street to train
 - Step-free access from street to platform
 - National Rail interchange
 - ✈ Airport
 - ➔ River services interchange
 - Victoria Coach Station
 - London Cable Car
 - Outside fare zones, Oyster not valid

- ### Key to lines
- Bakerloo
 - Central
 - Circle
 - District
 - Hammersmith & City
 - Jubilee
 - Metropolitan
 - Northern
 - Piccadilly
 - Victoria
 - Waterloo & City
 - DLR
 - Elizabeth Line
 - London Overground
 - London Trams
 - London Cable Car
Special fares apply

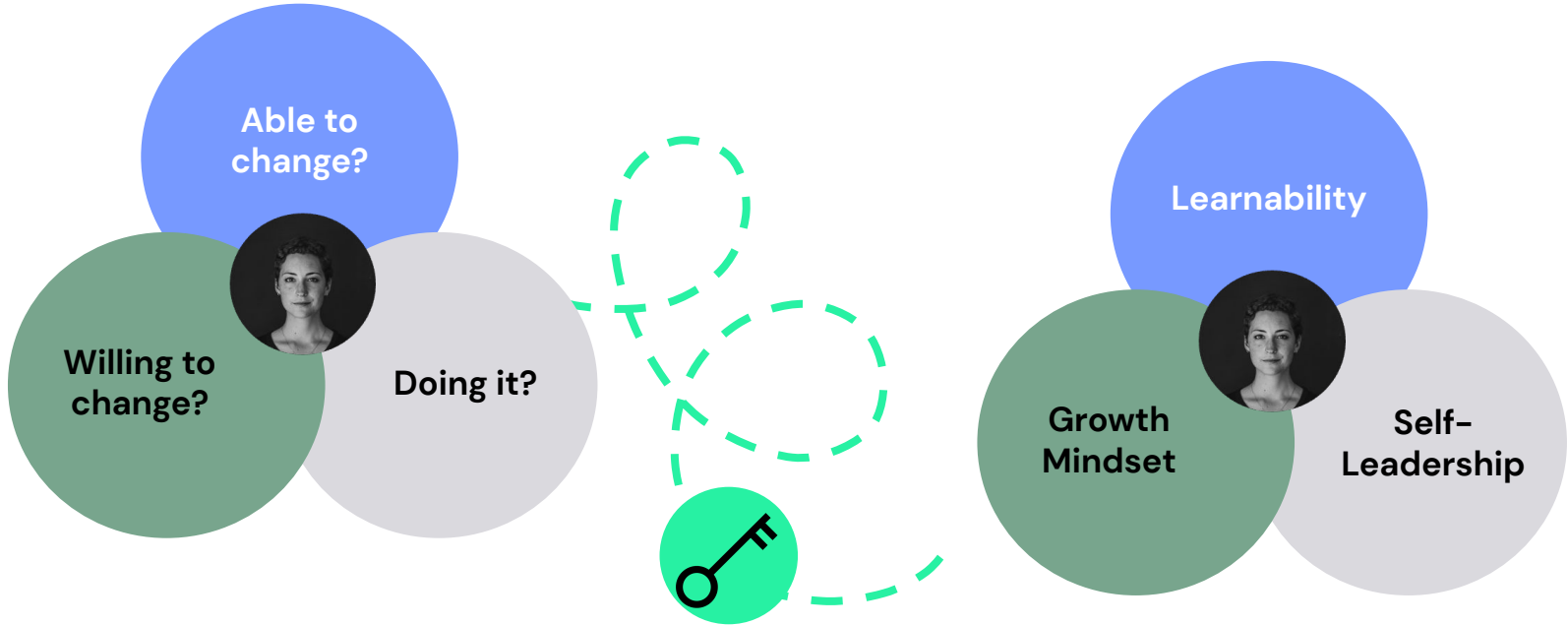


Forever Day One 2023 4th
Lines in orange at the destination station or check assisted travel at www.tfl.gov.uk/plan-a-journey

Why do individual change efforts fail?



Ability to change is the key to sustainable transformation



Instead of providing more content and trainings we decided to train the ability to learn and to change

Curiosity & Mindset

How can I be more open and curious when faced with change?

Learnability

How can I learn new things quickly and grow more effectively in everyday life?

Self-Leadership

How can I use my energy for my (learning) goals in a more focused and sustainable way?

Organizational Mindset

How can I grow and contribute purposefully in the context of an organization?

Main focus

- ✓ *Foundation: What are Mindsets and what is a Growth Mindset?*
- ✓ *Introduction curiosity and relevance for change and learning*
- ✓ *Inner monologue in everyday life and dealing with change*

- ✓ *Basics for effective learning and remembering what has been learned*
- ✓ *Basics for healthy learning in everyday life (sleep, emotions, stress)*
- ✓ *Strategies for your own learning project and learning success in everyday life*

- ✓ *Distraction-free work and focused learning*
- ✓ *Habits, learning environment design and rituals for own growth*
- ✓ *Sustainable goal setting and reflection while learning and working*

- ✓ *Psychological safety as a basis for learning/error.*
- ✓ *Effects of organizations on individual behavior*
- ✓ *Circles of action in an organization and possibilities for development*

Flagship: The Online Learning Lab – drive your own growth project forward in a targeted manner



Welcome Session
60-minute kick-off session to set the tone and expectations



Fixed weekly routine
– Weekly live interactions
– Monday 90 min live session
– Thursday/Friday peer learning group

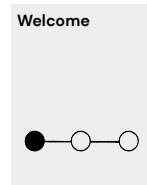
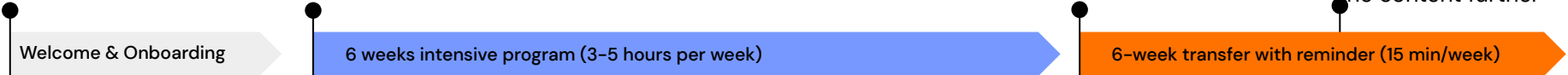
Elements of self-directed learning
– Learning kit for consolidation
– Work and progress on own learning project



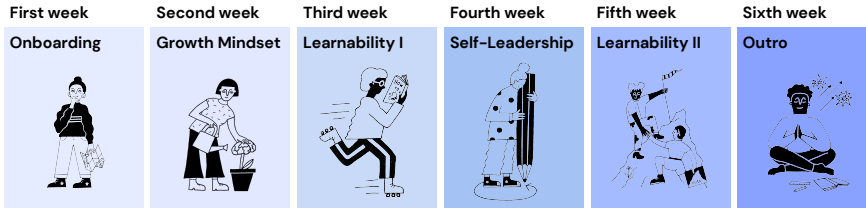
Weekly Nudge
– Weekly messages that help build habits



Pulse Check
– Final session: sharing of progress and for taking the content further

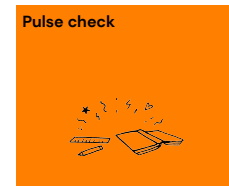


Feb



Mar

May



Jun

Individual support alone is not enough: A bigger journey ahead – the journey to the Learning Organisation

Low change ability

"Knowing" organization

Avoidance of change (threat)

"I can't do this; it costs too much energy"

Knowers belief

"I am good at this topic/field"

Proving is key

"I want to be right"

Failure and mistakes are avoided

"I shouldn't do any mistakes; people will think I am weak or incompetent"

High change ability

Learning organization

Change as an opportunity (challenge):

"It allows me to grow and learn personally"

Learners belief

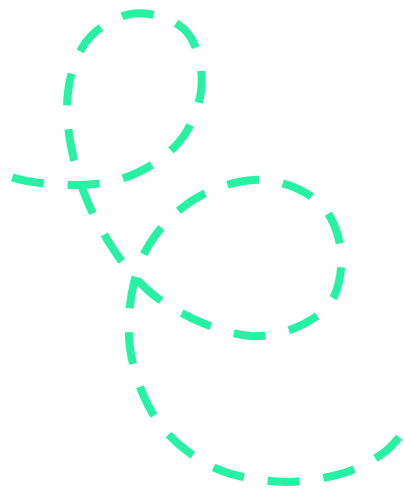
"I can become good at any subject"

Improving and learning is key

"I want to get it right and learn from it"

Failure as basic building block for progress

"Asking for help makes me better and making mistakes is integral for learning and growing:"



Holistic approach: Learning Organization Experience



Online Learning Lab embedded in a bigger agenda to become a learning organization

Phase 1: Activation of early adopters (year 1)

- Common goals and anchoring in the Strategy 2030 (future news narrative)
- Flagship format Online Learning Lab with 3 groups (à 150 PTP)
- Community with +2000 participants
- Executive impulses (Leadership conferences)
- Short formats (yearly reflection, learning days, focus time, lunch and learn)

Results:

- approx. 2000 activated early adopters who establish the ability to change the status quo

Phase 2: Gradual onboarding of the early majority (year two)

- Further development of professional training
- Integration into management development
- Integration into apprenticeship models

Results:

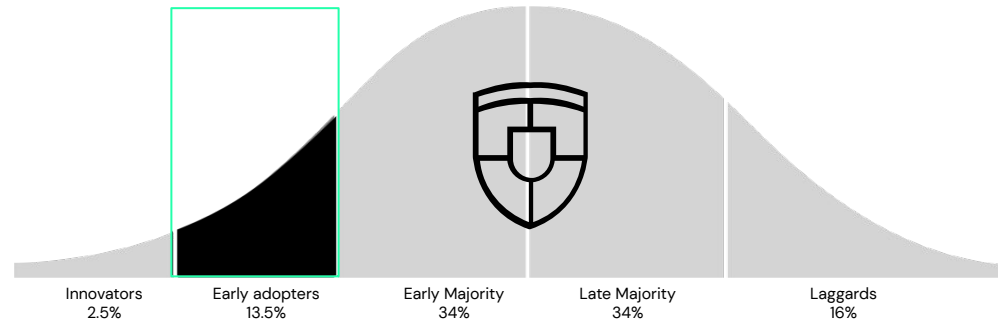
- More than +10,000 employees at sports car manufacturer who are sensitized to the topic of change capability and actively work on it

Phase 3 - What's next? (year 3)

- Adjust incentives and frameworks (e.g. learning time, growth projects integral to development talks).
- Integration into learning paths / re-skilling programs

Results:

- A new environment for change



Questions & Feedback



Let's connect. :)

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