

# How to prepare the next generation of learners and leaders



Encouraging employees to learn and 'up-skill' is hard work. But if a company gets it right, they are able to develop effective learning programmes that shape their future leaders.

There are many ways in which learning and development can be approached, but in this article we explore the iPRIMED philosophy. Operating as a workforce development company in India, iPRIMED focuses on 'priming' the skills and improving the employability of millennials in the IT industry. Spearheaded by the company's CEO, Navin Kumar, the experiential learning approach is proving a success in a range of markets and you can apply it to your business too. To find out how, read on to explore Kumar's key concepts:

## 1. Always explain 'why?'

Kumar highlights that adults need to know 'why' they should learn something. At iPRIMED, learners are made aware of their own potential and are guided in their understanding of the skills that will help to increase their employability and productivity. Being internally motivated engages learners throughout their experience as they are driven by innate desires to learn how to be marketable employees in a given industry.

## 2. Facilitate, don't teach

Another point which Kumar touches upon in his learning philosophy is the ability to facilitate learners. The manager needs to become the facilitator of learning not the teacher. For Kumar, his interns are adults and already have some level of knowledge. He believes that the interns have the capabilities within and these can be extracted from them with a supportive facilitator, who can help boost confidence.

## 3. Experience is everything

According to Kumar experience is embedded in the 'learner's guidebook'. Providing a space for employees to experience the work world and the skills required in that world is significant. At iPRIMED, the corporate world guides the experience, whether it is by requiring employees to call the facilitators by their first names or making them accountable for their learning, the approach is experiential in nature.

Kumar's iPRIMED approach is a great example of how learning can develop a strong work force. By concentrating on the learning experiences of your employees you will not only be helping them to succeed as individuals but your company to advance to the next level.