



Fuel an exceptional learning culture

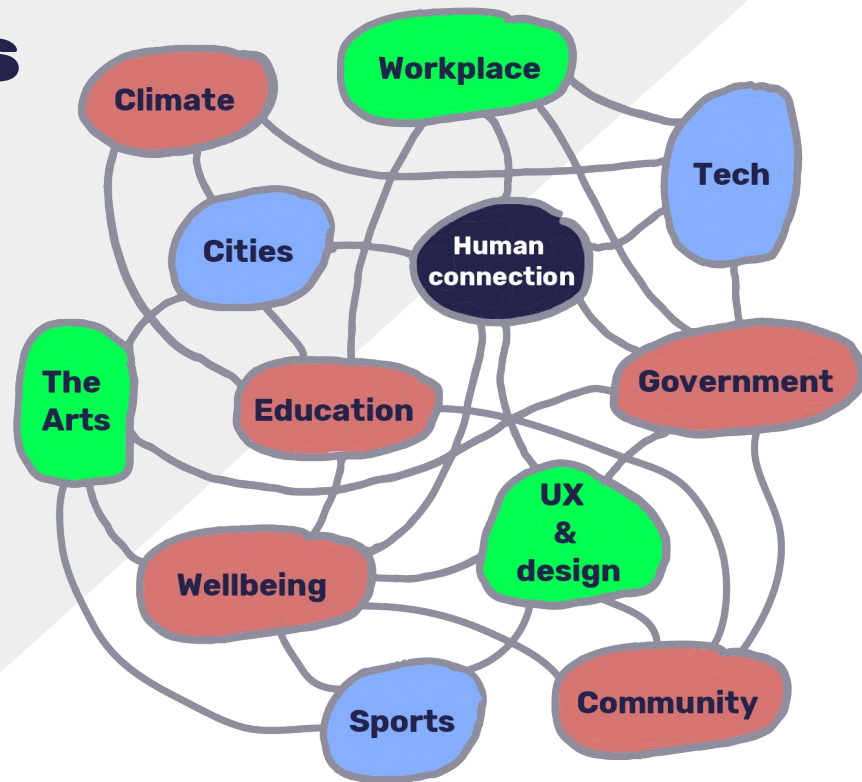
Sponsor an employee through
the Learning Marathon.

How can we embed human connection in services and systems?

The Learning Marathon is a 6 month peer-led learning accelerator designed to integrate alongside work.

The next Learning Marathon will begin November 22nd and bring together cross-sector professionals wrestling with the question above.

Participants will bring a personal learning question, develop an individual project in response, *and* collaboratively produce an output to share the collective learnings.





In a nutshell



Who we are:

Enrol Yourself is an award-winning social enterprise redesigning lifelong learning. This programme is offered in partnership with **Deepr** and **Hawkwood Centre for Future Thinking**.

We're offering:

An opportunity for a team member/s to be part of a unique cross-sector peer group of professionals working on the challenge of embedding human connection into services and systems.

Key benefits for your business:

1. Address **millennial demand** for more purposeful growth opportunities
2. **Grow employee satisfaction and wellbeing** through autonomy, mastery and purpose
3. **Measurably build integrated 21st C skills** (complex problem solving, co-operation, learnability)
4. **Engender new and innovative thinking** in relation to the theme.



A trio of organisations



Deepr

Deepr is the R&D lab at the forefront of thought and work on meaningful connection in service, culture and systems design.



Enrol Yourself

Enrol Yourself is an award-winning social enterprise redesigning lifelong learning by harnessing the power of peer groups.



Hawkwood Centre for Future Thinking

Hawkwood is a charity, sustainably run estate and cultural hub in the heart of the Cotswolds.



Benefits in detail

Your employee will get:

1. Space to **tackle a personal Learning Question as a live project**, adding something of real value to their portfolio.
2. **A dozen peers** who are also working on something that matters to them.
3. An **interdisciplinary learning** environment.
4. **A host**, trained in the Enrol Yourself philosophy and approaches, there to guide, not to lead.
5. A carefully crafted **6 month programme**, designed to integrate alongside work.
6. **2 full weekend retreats** at the beautiful Hawkwood estate.
7. Mentoring and support from the **3 partner organisations**.
8. Access to the wider Enrol Yourself network.

Your employee will learn:

1. The fundamentals of **relational design, empathic interaction and authentic relating**.
2. **Knowledge and approaches** relevant to their personal Learning Question.
3. **New perspectives** through co-learning alongside a dozen cross-sector participants.
4. To develop their **21st Century capabilities** like collaboration, creativity, complex problem solving, resilience and continual learning.
5. To **embody our overarching theme** of human connection, through 2 residential weekend.
6. How to **harness the collective intelligence** of the peer group and draw out learnings to produce a collective output and Showcase event.



Why human connection?

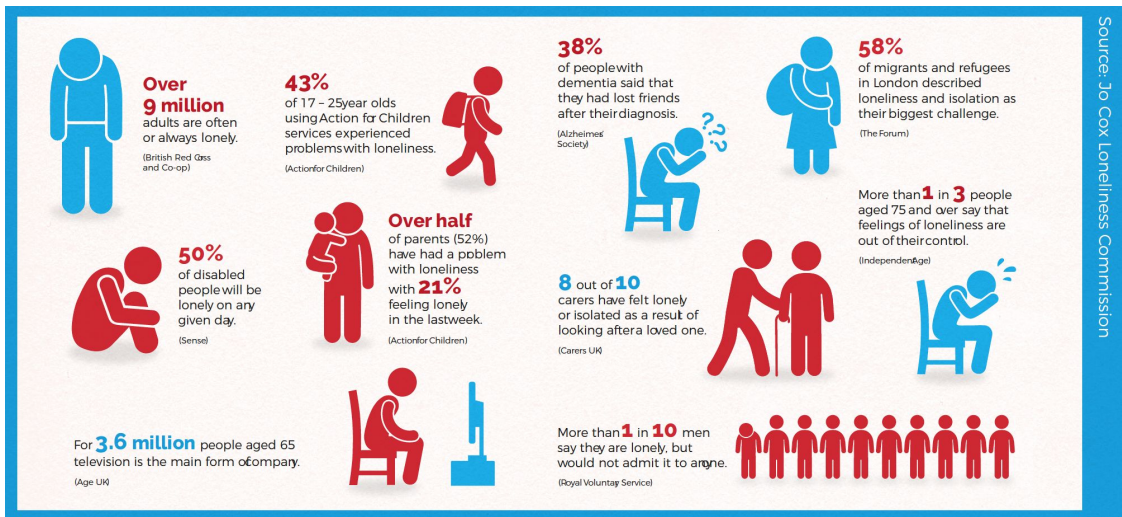
We lead increasingly disconnected lives with **loneliness and depression on the rise** across all demographics.

Most **services and systems** we use daily are designed in ways that **reduce any chance of meaningful human connection**.

We use apple pay in the self checkout queue, we check in at the doctors with a screen tap.

This is part of a drive for greater efficiency that places no value on the power of human connection or the huge benefits even tiny social interactions can have on individuals.

So, Deepr, Enrol Yourself and Hawkwood have come together to offer the opportunity to explore and grow this missing kind of **relationship-centred design**, still in its infancy.



Source: Jo Cox Loneliness Commission

‘Optimising for human connection can create cost efficiencies, quality improvements and higher uptake and engagement from users’

- Matt McStravick, co-founder of Deepr



Why sponsor an employee?

1. Professional effectiveness

On average, participants increase their score for professional effectiveness by **38%**.

- **Skills**

The Learning Marathon develops 21st Century skills that are highly sought after in today's workplaces. We tackle integrated skills like creative problem solving, collaboration and learning how to learn. Our skills framework is based on skills research from WEF, Nesta and Pearson.

- **Networks**

Peer-led learning emphasises exchange of skills and resources. This exchange builds strong and lasting relationships between members of the peer group, but participants and supporters will also have access to the wider combined network - as well as the national Enrol Yourself community.



“The Learning Marathon strongly influenced my professional work. I head up a team in Government. We are now piloting peer-led approaches to learning to support Government employees to tackle complex real-world challenges.”

- Laura Billings, 2016 participant



Why sponsor an employee?

2. Personal growth

On average, participants feel **57%** more supported and invested in by others.

- **Career development**

Support talented individuals to add new skills to their tool belt, become even more effective team members and develop their leadership capabilities. You'll enable someone to keep growing, feel purposeful, be continually stimulated and on top of their game.

- **Wellbeing**

On average our participants increase their scores for personal wellbeing by 27%. We use the New Economics Foundation 'five ways to wellbeing' as a framework for self-assessment. We believe this figure is due to our emphasis on relationship building and intrinsic motivation.



“I am a happier, more focused person, able to identify my strengths and face my weaknesses. My confidence has been transformed, both in terms of my professional capacities, specific skills and my social confidence.”

– Ali Norrish, 2016 participant



Why sponsor an employee?

3. Tangible outcomes

Our focus is on creating outputs of real value that prove the learning and development.

- **Hands on 'applied' learning**

Our learning philosophy is project based. Every participant leads their own real-world project, building their portfolio, network and experience of leadership. Learning is applied throughout, so participants will be able to bring their new capabilities to life straight away.

- **Showcase event & publication**

The Learning Marathon culminates in a public showcase event and collaborative production of a showcase publication which documents projects, written work, process and outcomes. This becomes a portfolio piece for our participants – which your organisation will have meaningfully played a role in.



“I came out with a business idea, a small team of collaborators and our first client.”

– Julian Thompson, 2017 participant



Why sponsor an employee?

4. Approach to learning

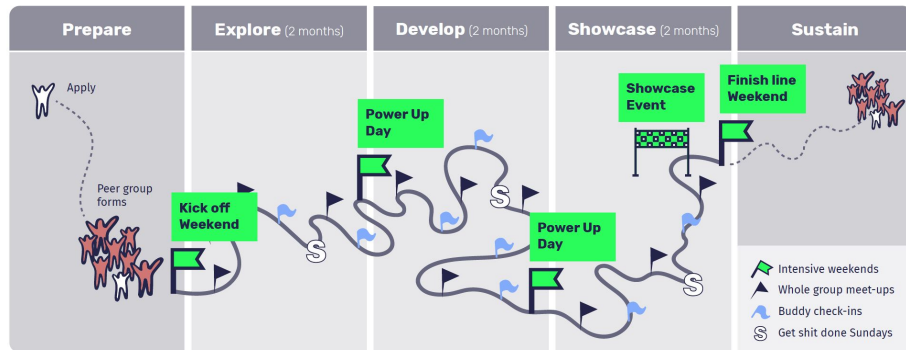
The Learning Marathon draws from a blend of pedagogical influences and inspirations.

- **Expert facilitators**

The Learning Marathon is led by experienced facilitators. Facilitators are trained in our methods and prepared to guide the peer group through the programme. Participants will be guided but also empowered to lead and manage their own learning and outcomes.

- **Learning philosophy**

Our learning philosophy is deeply considered, and draws influences from pedagogy with a long history, as well as inspiration from world-class learning experiences that take place around the world.





Participant stories

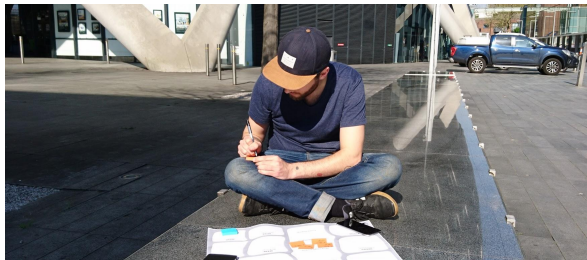


Rachel Donath

2018 participant, Birmingham

From: [Mills & Reeve](#)

Rachel is Head of Learning and Development at law firm Mills & Reeve. She focused her Learning Marathon on embodied learning and coaching; approaches she wanted to experiment with so that she could incorporate the successes into her working practice.



Mathew Trivett

2018 participant, London

From: [Snook](#)

After discussions with his boss, Mat focused his Learning Marathon on growing ventures that start as design projects. His goal was to develop specific expertise on business design and development and he created an organisation design toolkit and began to test it with small organisations.



Josie Ng

2019 participant, London

From: [London Business School](#)

Josie has just begun her Learning Marathon. She works within the experiential learning team at London Business School. Her Learning Marathon will focus on how she can develop her practice as a learning experience designer.



FAQs

1. What are 21st Century skills?

Organisations like the World Economic Forum, Nesta and Pearson have conducted rigorous research to understand which skills will be most important in 2030 and beyond. 'Human' capabilities such as creativity, problem solving and collaboration will become increasingly important as we automate more tasks. Opportunities to develop these capabilities are significantly lacking as they are trickier to measure than knowledge acquisition or hard skills. Enrol Yourself has a skills framework which helps participants outline their goals at the start of and then self-assess regularly to track progress as they go.

2. Is Enrol Yourself an accredited institution?

No. Our focus is on supporting our participants to create projects of real value that *prove* their capabilities, and networks that support them to be more professionally effective. We also support participants to measure and communicate their improved skills and capabilities.

3. Do participants receive a certificate?

Participants who successfully complete the Learning Marathon programme can request a Certificate of Completion a week after the programme ends.

4. Does anyone 'fail' the programme?

Participants would not receive their Certificate if they do not participate in the programme and reach the Finish Line together with their peers.

5. How much does it cost?

Participant fees are dependent on type and size of your organisation. The fee covers all costs for the 6 month programme. This does not include expenses incurred by participants during the programme, such as travel.

- Small organisation or startup £1395
- NGO, social enterprise, public sector £1695
- Corporate or central government £1995

6. Can an employer partially cover the cost of an employee?

Yes: if your employee can cover the remainder of the fee.

7. What is the time commitment?

Participants receive 12+ days contact time across the six month period, plus a minimum of 24 hours peer coaching, 50 hours self-directed learning, and preparation and participation in a public showcase event – total equivalent approx 5 hours per week. Contact time is planned so that it falls outside of normal working hours (except for 2 Fridays during residential weekends and set up of the showcase event) and the programme is designed to accommodate those in full time work. Flexibility in support of your employee is much appreciated.

Get in touch:

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More about Enrol Yourself:

[Enrolyourself.com](https://enrolyourself.com)

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