

From Training to Learning

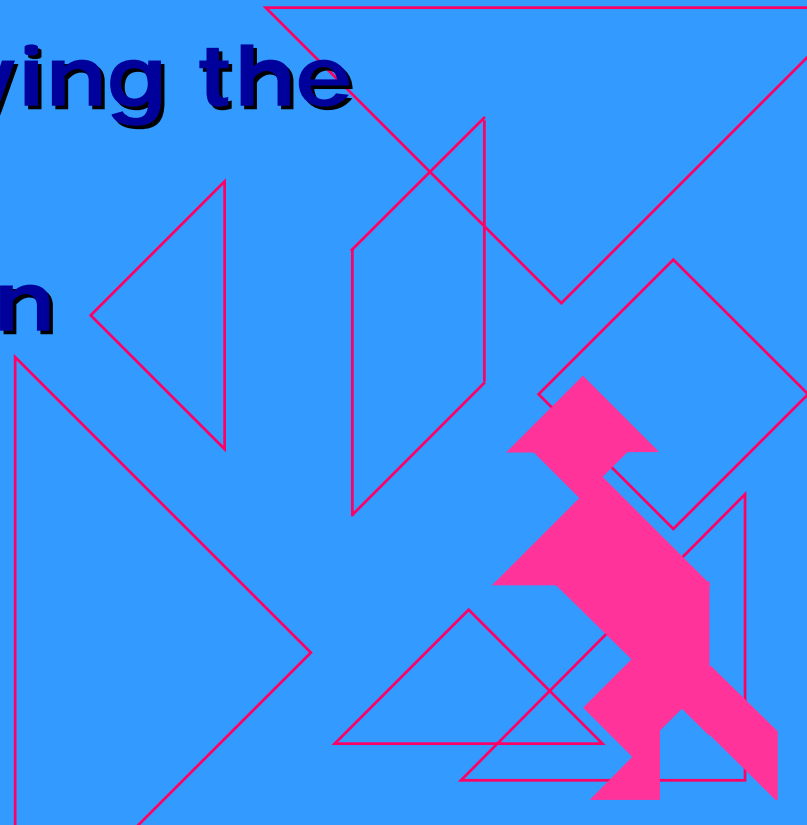
A Practical Approach



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Presentation Overview

- ◆ **What's the difference?**
- ◆ **Why is it important?**
- ◆ **Butterfield – applying the theory**
- ◆ **Building innovation**
- ◆ **Exercise**
- ◆ **Summary**



Training Vs Learning



Determines When

Presumes to know what the learner should learn

Physically & mentally removed from the work experience

Classroom based

Learner is in Control

Learner sets agenda

Learning as part of life and work

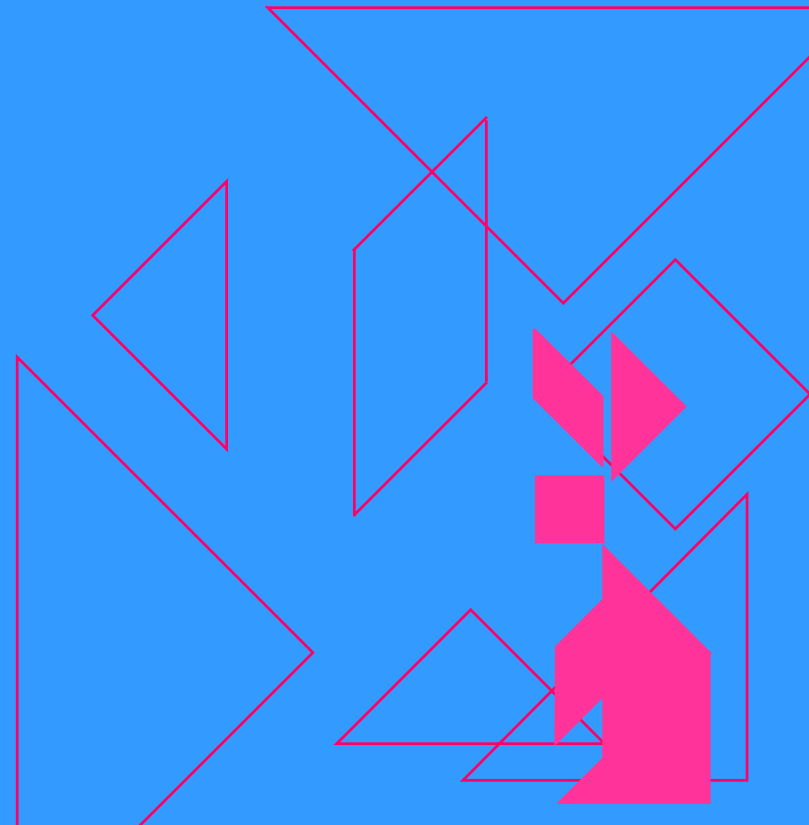
Multi-delivery



Learning in the workplace: A critical need

◆ In General

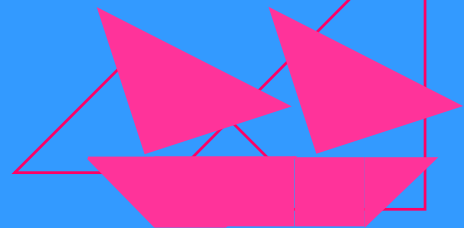
- **Changes in society**
- **Technology**
- **Changes in environment**
- **Increased Diversity**
- **Economic competitiveness**



Learning in the workplace: A critical need

◆ In Cayman

- Findings from workforce skills assessment survey
- General skills
 - ~ Leadership
 - ~ Goal setting
 - ~ Problem Solving
 - ~ Creative Thinking
 - ~ Decision making



At Butterfield Bank.....



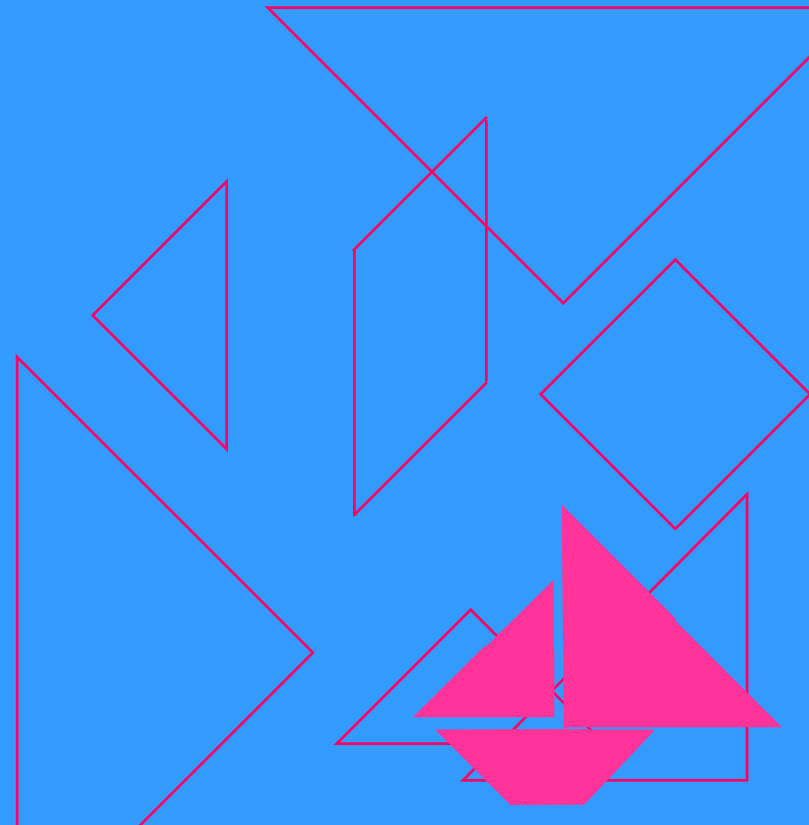
- ◆ **New Learning Curriculum**

- ◆ **Library**

- ◆ **Online Courses**

- ◆ **Intranet Site**

- ◆ **External options**





Building Innovation and Creativity



And Finally.....

"As human beings, our greatness lies not so much in being able to remake the world.....as in being able to remake ourselves."

Mahatma Gandhi

