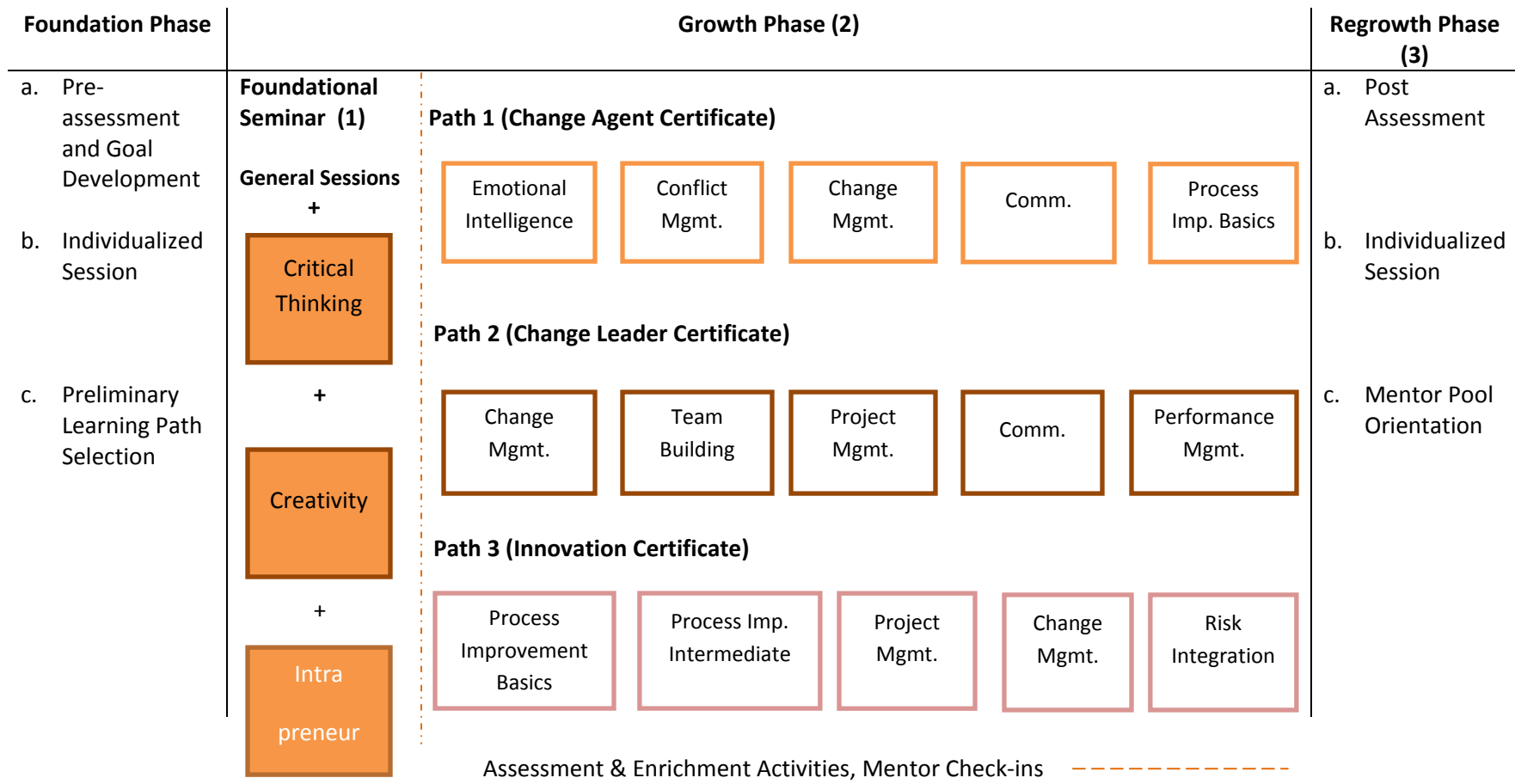


Illustrative Innovation and Change Learning Program



Supporting Notes

(1) The Innovation and Change Foundational Seminars would consist of a 4-8 hours of learning material delivered in a virtual instructor-led format. Participants would have pre-seminar learning activities that would aid in use of social media to form connections with other participants. Alternatively, companies could decide to hold the seminar in house. The segments would be 90-120 minutes in length to

Illustrative Innovation and Change Learning Program

allow more time to explore the learning topic. Completion of the foundational seminar is a requirement for innovation and change management program.

- (2) During the growth phase, learners would complete classes / workshops based on their focused learning goal. Upon completion of the chosen learning path, individuals would receive a certificate that attests to their completion of the designated learning path. This certificate is not a formal certification and does not convey rights or privileges typically associated with a certification.
- (3) When learners enter the regrowth phase, they are ready to participate in the development of others. They will begin to function as mentors to new participants. The mentors will receive ongoing reinforcement through the mentoring process and a social learning environment will develop that allow for ongoing informal learning of all current and former participants.