



SOUTH PAC
international
group



HOP|LAB®

LEARNING TEAMS PILOT

Invest in Learning, Improvement and Engagement





Why start with a Learning Teams Pilot?

With a Learning Teams Pilot, we'll help you to create the conditions to nurture it as it grows, letting your people learn by trial and error with support and encouragement where needed.

A pilot approach allows for this necessary experimentation and a way to build competence, confidence and capacity. Here are the reasons why a pilot helps when starting out with HOP & Learning Teams:

Creating sustainable foundations – conveying the ‘why’, with a comprehensive understanding of HOP principles

Starting small – initially choosing area(s) with interest, willingness and support; establishing a manageable start with follow-through in the process that can be committed to

Trial and error – opportunity for ‘safe to fail’ experimentation

Mentoring – support, feedback and encouragement to nurture ‘first followers’

Story propagation – collecting and sharing stories that promote what the approach discovers

Voyage planning – looking holistically at where you want to be with HOP & Learning Teams

Growth mindset – supporting the belief that capacities and talents can be improved over time

Abundance thinking – recognising the limitless potential in yourself and others

Adaptability – opportunity to flex and adjust to changing contexts and circumstances, learning by doing



PILOT STAGES

Our staged pilot approach provides an adaptable framework to find a way forward, working together to find the best fit for your organisation.



1. Pilot Planning

The first step is a strategy session or workshop with your key stakeholders to determine your needs, taking into consideration what we know so far and the key phases to incorporate HOP:

Garnering interest and commitment
Developing a foundational understanding of HOP
Beginning Learning Teams and Operational Learning
Organisational Alignment

This is where we will find a solution that works for your organisation to create a proposal (if required), working out the finer details such as determining:

- A concise 'why' to incorporate HOP and Learning Teams in your organisation;
- Objectives and outcomes: key, pilot and strategic;
- Delivery specifics (e.g how, when, where, and who will be involved);
- Organisational considerations; and
- Inclusion options.

Following the planning session, we'll provide a clear map of initial steps and an adaptable plan of next steps.



2. Training your people

We'll work with you to determine your training requirements for HOP and Learning Teams, and who will be involved. There are a range of options, all of which are fully customisable, such as:

- Delivery via in-house or public courses;
- Face-to-face or virtual delivery (using a platform of your preference);
- Variable time and days (e.g: 1- or 3-day options, split days, catering to timezones);
- Content inclusions relevant to target audience, industry, and context;
- In-depth training for those who are going to be facilitating the Learning Teams;
- Various resources to set participants up for success in the pilot and beyond.

You will have a tailored plan to equip your people with the knowledge, skills and experience required to begin Operational Learning and Learning Teams.



3. Learning Teams Facilitation

Here's where we provide mentoring and continued support post-training to ensure those first crucial Learning Teams are a success. We'll first work with you to determine aspects such as:

- Options for your initial Learning Team scopes;
- Who will be involved in the first Learning Teams sessions;
- Guiding support with facilitation or co-facilitation;
- End-to-end support required throughout the key phases and steps of Learning Teams (pre, during and post-Learning Team).

Your people involved in the pilot will feel supported as they build confidence and competence, with valuable and impartial feedback from experienced facilitators. There will be actionable solutions that will improve work in your operations - tangible and intangible outcomes that will foster momentum for the approach.



4. Pilot Review

After the initial Learning Teams are completed, we'll work with you to review their effectiveness and evaluation of the pilot outcomes. The adaptable plan for the next steps will be revisited to ensure clarity on 'where to next'.

As you progress with your HOP journey, we'll check in on your progress to ensure you're on track with everything you need.

GETTING STARTED

1

Book a time to talk to us about your organisational needs and how we can facilitate a Pilot program. Click on the buttons below.

[Schedule a meeting](#)

[Email Us](#)

[Call Us: +61 7 5533 9988](#)

2

Select a Learning Teams Pilot Package or discuss a customised option.

3

Schedule a start date to begin with a Pilot Planning strategy session.



We're here to help you bring out the best in your people and systems.

Whether you're looking for HOP familiarisation, Learning Teams training and facilitation, or simply advice on getting started, our HOP team can support you through any phase, from interest to integration. Contact us for a discussion at any time.

admin@southpac.biz | + 61 7 55339988 | southpacinternational.com



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A 2b, 5 Executive Dr, Burleigh Waters, QLD
+61 7 5533 9988 | admin@southpac.biz

www.southpacinternational.com

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