



## Learning Philosophy That Guides Delivery & Accreditation Management

WWP's learning philosophy is that there is no greater experience shared than that which comes from within the organisation itself.

At the heart of every business is a passion to grow, develop, build, improve and above all succeed. It is therefore logical to utilise this driving force to develop others within the organisation. WWP believes that by building upon existing talent within the workforce, supporting leaders in business, and developing the requisite knowledge and skills they can enable in house coaching to fully develop others within their organisation.

Furthermore, we believe that learners are more receptive to an inhouse coach than that of an external provider. The basis of this is that their roots are within the same structure and will share a sense of common purpose. They may have worked with the coach before; they can confidently return to the coach for advice or further learning requirements and will have a sense of solidarity which only comes from a shared work environment.

Our target audience is manager/leader in business, who are managing/leading others and would benefit from developing their knowledge and/or skills to support effective coaching/mentoring.

Level of the manager/leader will range from new to management through to experienced senior leaders who could be operating at c-suite level.

Scope of the learning programmes will span the knowledge and skills required to be effective coaches/mentors.

Core principles of the base programme:

- Externally recognised learning material, independently verified to meet quality standards expected in an academic setting
- Learner is at the heart of everything we do: programmes designed around a blend of Head (Knowledge), Heart (Skills) and Hands (Practice)
- Learning delivered at a pace to meet client organisation expectations whilst supportive of reflective learning and insight

By applying this baseline structure to our philosophy, we can ensure that the foundation of all learning is consistent whilst being able to flex to the organisation's requirements.

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Registered number: 13193241

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