

Development 4.0 with CONTRACT in a New World of Work

An integrative approach

The current global crisis has most certainly impacted you as much as it has impacted us – maybe it has had you rethink your strategy, or enquire how you can optimise your structures and processes. A useful question is always: what were qualities of ours that we would like to retain in the future? Within these qualities lies enormous strength to further develop your organisation!

At CONTRACT, we have been doing the same: we have worked on finding solutions that are fitting to today's world, but still have us retain our quality of being **personal, progressive and effective** – and allow us to keep bringing in our special CONTRACT spirit. This new approach is now reflected in virtual and flexible services. Our new solutions allow us to **integrate organisational and personal development as progressively as before**. This also reflects the belief that a large amount of development happens directly in the workplace. By bringing in our training, coaching and consulting competence into our flexible solutions, we can deliver **intensive and practical development**. At the beginning of the process we are closely involved, and during the process we transition to more and more self directed learning. We are mainly focused on the transfer of experience which can be directly implemented.

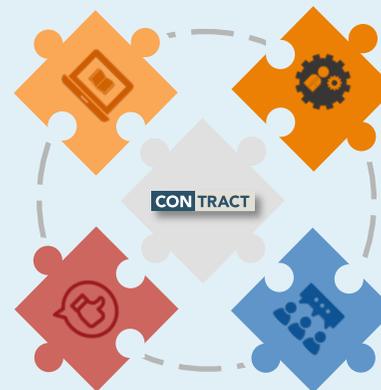


What is particularly personal and progressive about our new processes? Delegates learn in **flexible formats**, apply what they have learned, and receive **individual guidance and feedback from our consultants**. They support each other in **peer groups** during implementation. CONTRACT provides continuous support in order to create tangible added value for the company, teams and employees.

OUR APPROACH

- Attractive **learning videos**
- Informative **texts**
- In-depth **worksheets**
- Matching **articles**
- Challenging **self-tests**

- Live or virtual **shadowing** by experienced CONTRACT consultants
- Live or virtual **feedback** from experienced CONTRACT consultants
- **Coaching and mentoring** in relation to individual learning progress



- Implement tasks in the daily work routine
- **Research** on the topic
- Collect **feedback**
- Apply **methods**
- Keep a **learning diary** and get feedback

- Peer group discussions
- Online **Forums**
- **Virtual webinars** and **discussions**
- Peer reflections
- Learning **Buddies**

Three aspects make our flexible processes personal and progressive:

1

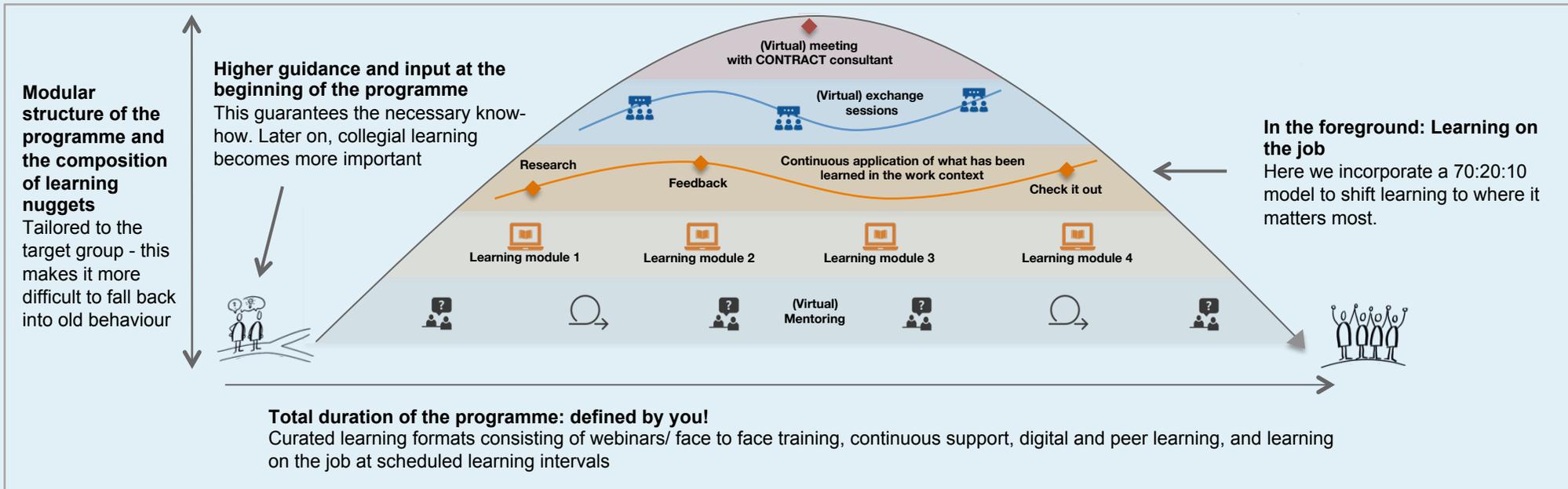
Our extensive experience of learning through relationship building

2

The rapidly increasing willingness and availability of virtual development

3

Supporting effective on the job learning and application



FURTHER ELEMENTS

Forming mixed groups of different departments, hierarchies and locations

This promotes direct exchange and broadens perspectives

Intensive contact with each other and with the trainer on a digital learning platform

This has a positive effect on the willingness to develop and increases fun for participants, promotes joint learning and collaboration throughout the organisation

Tailored forms of support at the workplace

This supports personal development and contributes directly to the implementation and follow-up of organisational development topics