

# CERTIFICATION: LEARNING AGILITY ASSESSMENTS

## DR. LAWRENCE P. CLARK

*Learning Agility Assessments: Identifying and Developing High Potentials*

*LEARNING AGILITY IS DEFINED AS THE "ABILITY AND WILLINGNESS TO LEARN FROM EXPERIENCE AND SUBSEQUENTLY APPLY THAT LEARNING TO PERFORM SUCCESSFULLY UNDER NEW OR FIRST-TIME CONDITIONS." DISTINCT FROM INTEL- LIGENCE- LEARNING AGILITY IS THE SINGLE, BEST PREDICTOR OF HIGH POTENTIAL.*

### **Purpose:**

This program that offers interpretation, delivery, practice and application of the viaEDGE™ and Choices™ instruments. Whether you need to measure the potential of large populations, or clearly define development areas for individuals within your top talent, this course will equip you to integrate scalable formal Learning Agility assessments into your Talent Management system and to skillfully apply the K/F Lominger Learning Agility assessment.s

### **Objectives:**

- Identify the research behind the tools and the mechanics of using the assessments
- Interpret results of viaEDGE and Choices™ reports
- Model best practices for delivery of the assessment results within feedback sessions--group and individual format
- Match people to powerful development assignments to accelerate individual development plans

### **Results:**

- Demonstrate knowledge and competence in the psychometrics and science of the tools
- Interpret the assessment results in group and individual sessions and deliver a mock up feedback session
- Apply methods for validating high-potential talent for use in selection and succession planning, Facilitate coaching discussions with individuals
- Integrate Learning Agility assessments into your Talent Management system

### **WHO SHOULD ATTEND?**

**Coaches** who will deliver viaEDGE and Choices results in a directive coaching format

**Practitioners** who want to interpret assessment results and create differential development plans for talent

**Organizational Development specialists** who focus on succession planning

**Pre-requisite:** *Participants new to Learning Agility will need to take the Learning Agility Essentials course.*

### **Registration Fee:**

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