

CULTIVATING LEARNING AGILITY IN THE WORKPLACE



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TRAINING CENTER



Introduction

Cultivating Learning Agility in the Workplace Training Course helps professionals build the mindset and skills needed to learn quickly, adapt to change, and apply new knowledge under pressure. Learning agility allows employees to handle unfamiliar challenges with confidence and creativity. This program combines proven agility models with practical tools for reflection, experimentation, and rapid skill application. Furthermore, it addresses common challenges such as resistance to change, fear of failure, and slow adaptation to new tools or processes. Delegates leave with techniques they can apply immediately, from structured reflection practices to experimentation frameworks. As a result, organizations benefit from more adaptable teams, faster innovation, and stronger resilience during periods of change.

Cultivating Learning Agility in the Workplace Course Objectives

- Apply the four dimensions of learning agility: mental, people, change, and results agility
- Use reflective practice techniques to accelerate learning from experience
- Build a growth mindset using Carol Dweck's mindset framework
- Apply experimentation methods to test new approaches safely
- Strengthen adaptability using scenario-planning exercises
- Use feedback-seeking behaviors to improve performance quickly
- Develop cognitive flexibility through structured problem-solving exercises
- Apply the "learn, unlearn, relearn" model to skill development
- Build psychological safety to support risk-taking and experimentation
- Create personal learning agility action plans

Course Methodology



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- Interactive workshops using real workplace agility case studies
- Reflective practice exercises based on past experiences
- Group activities applying scenario-planning techniques
- Practical experimentation exercises with structured feedback
- Short assessments to reinforce daily learning
- Individual action-planning sessions for workplace application

Who Should Take This Course

- Employees seeking to strengthen adaptability at work
- Team leaders managing change and uncertainty
- HR professionals supporting workforce development
- Professionals in fast-changing industries or roles
- High-potential employees preparing for greater responsibility
- Managers coaching teams through transitions

Cultivating Learning Agility in the Workplace Course Outlines

Day 1: Understanding Learning Agility

- Defining learning agility and its four dimensions
- Mental, people, change, and results agility explained
- Assessing personal learning agility strengths
- Linking agility to career and organizational success
- Case study: agile learners in changing industries
- Practical exercise: self-assessment of agility



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- Group discussion on agility gaps

Day 2: Building a Growth Mindset

- Introduction to Carol Dweck's mindset framework
- Fixed versus growth mindset behaviors
- Overcoming fear of failure at work
- Using reflective practice to accelerate learning
- Practical exercise: reflective learning journal
- Group discussion on mindset shifts
- Applying growth mindset to daily tasks

Day 3: Experimentation and Adaptability

- Principles of safe experimentation at work
- Applying scenario-planning techniques
- Testing new approaches through small experiments
- Building cognitive flexibility through problem-solving
- Case study: adapting strategy under uncertainty
- Practical exercise: designing a workplace experiment
- Group feedback on experimentation results

Day 4: Feedback and Continuous Learning

- Building feedback-seeking habits
- Applying the "learn, unlearn, relearn" model
- Using feedback to adjust behavior quickly
- Creating psychological safety for risk-taking



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- Role-play: seeking and giving constructive feedback
- Group discussion on feedback culture
- Practical exercise: feedback action planning

Day 5: Sustaining Learning Agility

- Building habits that reinforce continuous learning
- Applying agility skills to real workplace challenges
- Supporting team-wide learning agility
- Aligning agility practices with performance goals
- Sustaining motivation for lifelong learning
- Action-planning for post-course application
- Final review and course wrap-up

Conclusion

By successfully completing Cultivating Learning Agility in the Workplace Training Course, participants will have acquired practical tools for reflective learning, experimentation, and adaptability. Furthermore, delegates will understand how to apply the four dimensions of learning agility and the "learn, unlearn, relearn" model to real workplace challenges. As a result, they will be better equipped to navigate change with confidence. Gentex Training Center designed this course to help professionals build lasting adaptability and continuous-learning habits.

FAQs





Q1 What is the "Cultivating Learning Agility in the Workplace" course about?

This course covers reflective practice, growth mindset, experimentation, and feedback-seeking behaviors that build learning agility. Participants learn practical techniques to adapt quickly, solve unfamiliar problems, and apply new knowledge under changing workplace conditions.

Q2 What are the key benefits of the "Cultivating Learning Agility in the Workplace" course?

Participants gain stronger adaptability, faster problem-solving, and improved feedback habits. Furthermore, organizations benefit from more resilient teams, faster innovation, and employees who adjust quickly to changing business demands.

Q3 What skills will I gain from the "Cultivating Learning Agility in the Workplace" course?

Delegates develop reflective learning, growth mindset, experimentation, and feedback-seeking skills. These four core competencies help professionals adapt quickly to change while continuously building new capabilities in dynamic workplace environments.

Q4 What tools, methods, or standards are covered in the "Cultivating Learning Agility in the Workplace" course?

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The course covers the four dimensions of learning agility, Carol Dweck's growth mindset framework, scenario-planning techniques, and the "learn, unlearn, relearn" model, giving participants recognized, practical tools for building adaptability.

Q5 How is the "Cultivating Learning Agility in the Workplace" course applied in real-world practice?

Participants apply reflective practice after real work experiences, run small experiments to test new approaches, and seek feedback to adjust quickly, directly improving how they handle change and unfamiliar challenges at work.

