

The Importance Of Alignment

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AGENDA

- Background
- Explaining Illeris' Model For Working Life
- Learning in a process based leadership framework
- Conclusion

BACKGROUND

- The paper is part of a Phd project developing and testing a framework for process based leadership.
- In an attempt to gain knowledge about how guiding and actionable principles could be used to spur process based leadership, Illeris' model for working life seemed promising.
- Illeris' model for working life is a model coupling both the individual and organisational aspects of learning into one combined model.
- The paper is conceptualizing how principles could affect the dimensions in the model in order to make a basis for case and field testing.

The complex model for learning

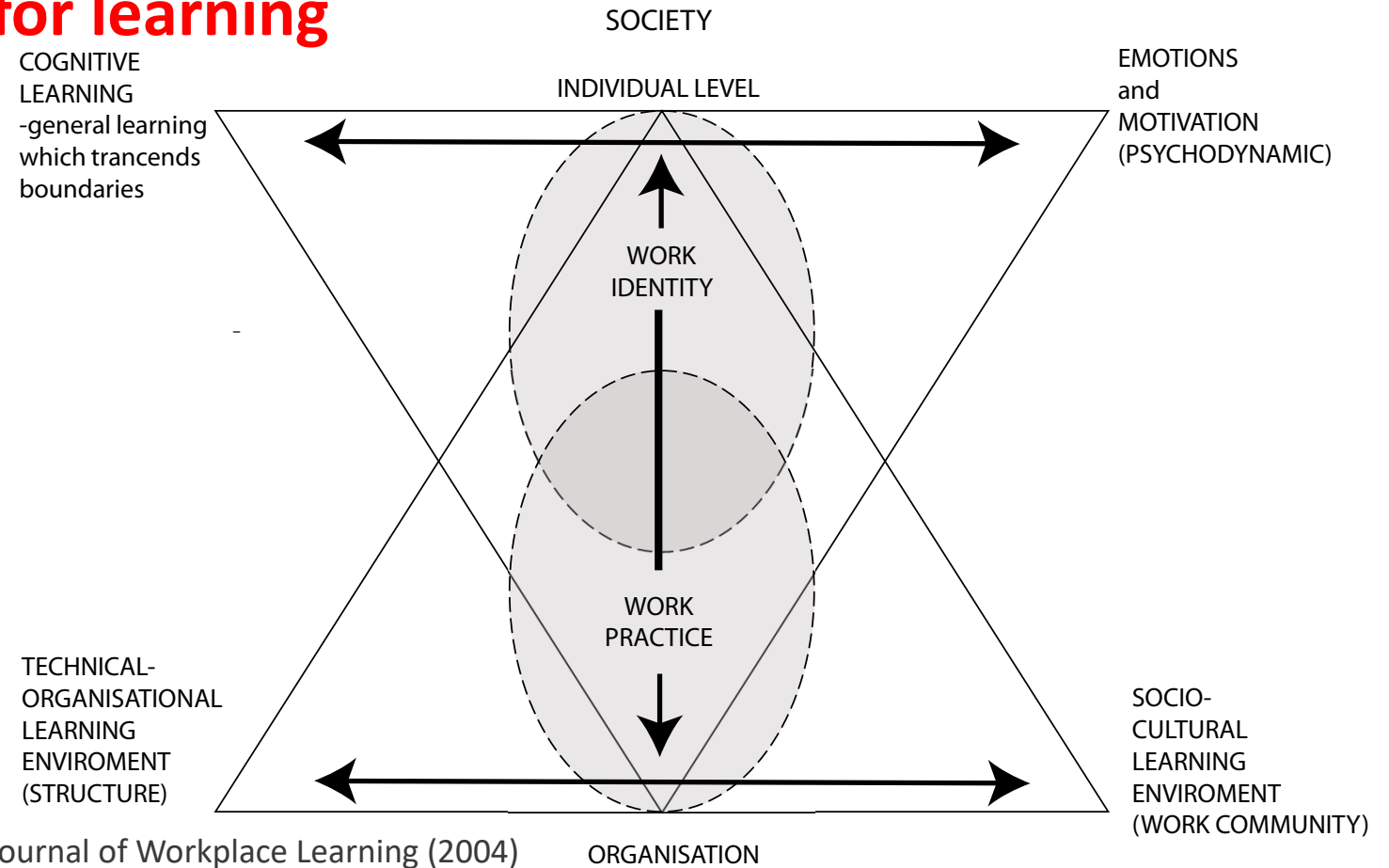


Figure 1. Learning in working life (K.Illeris, Journal of Workplace Learning (2004)

Work identity

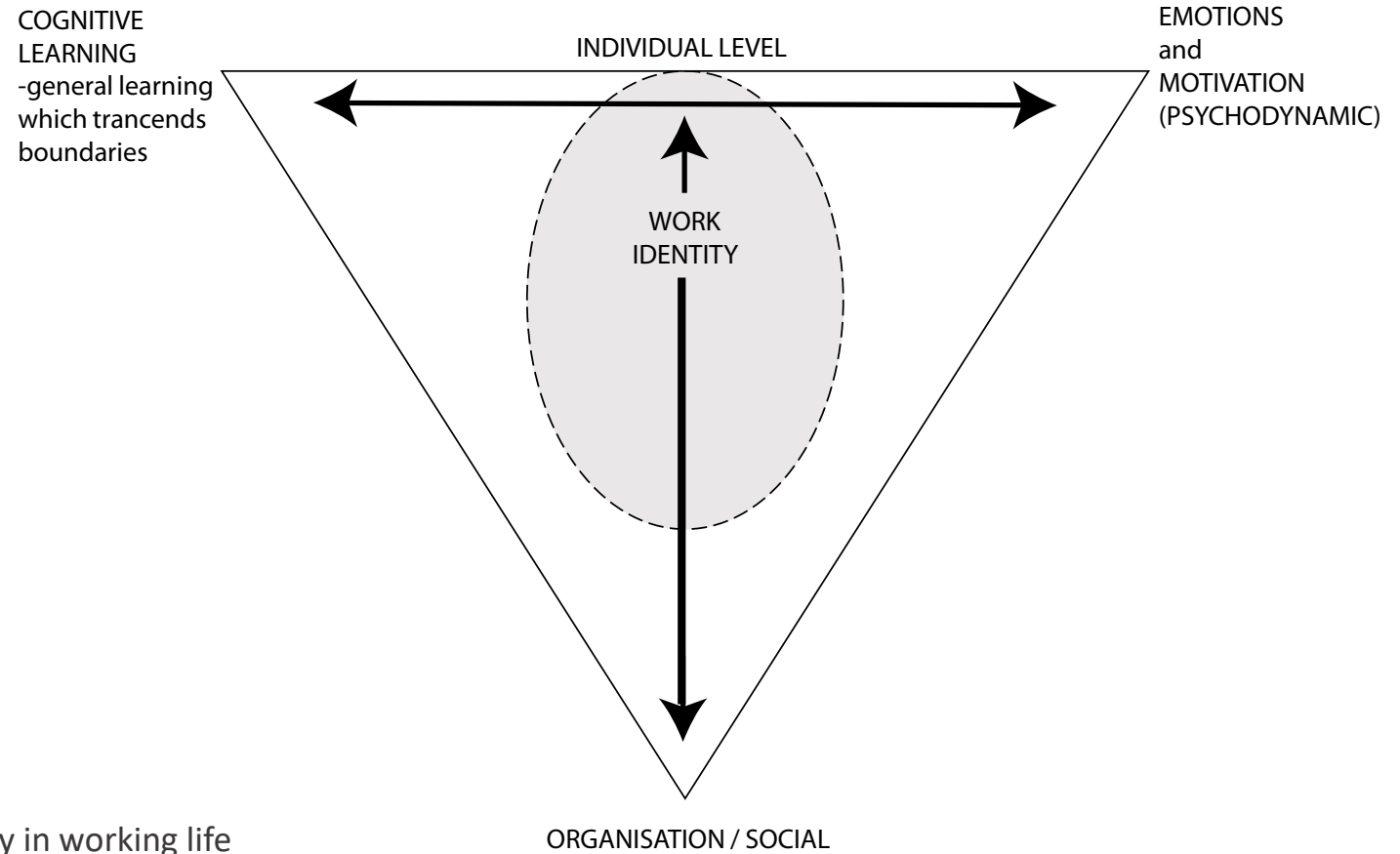


Figure 2. Learning and identity in working life

Work identity

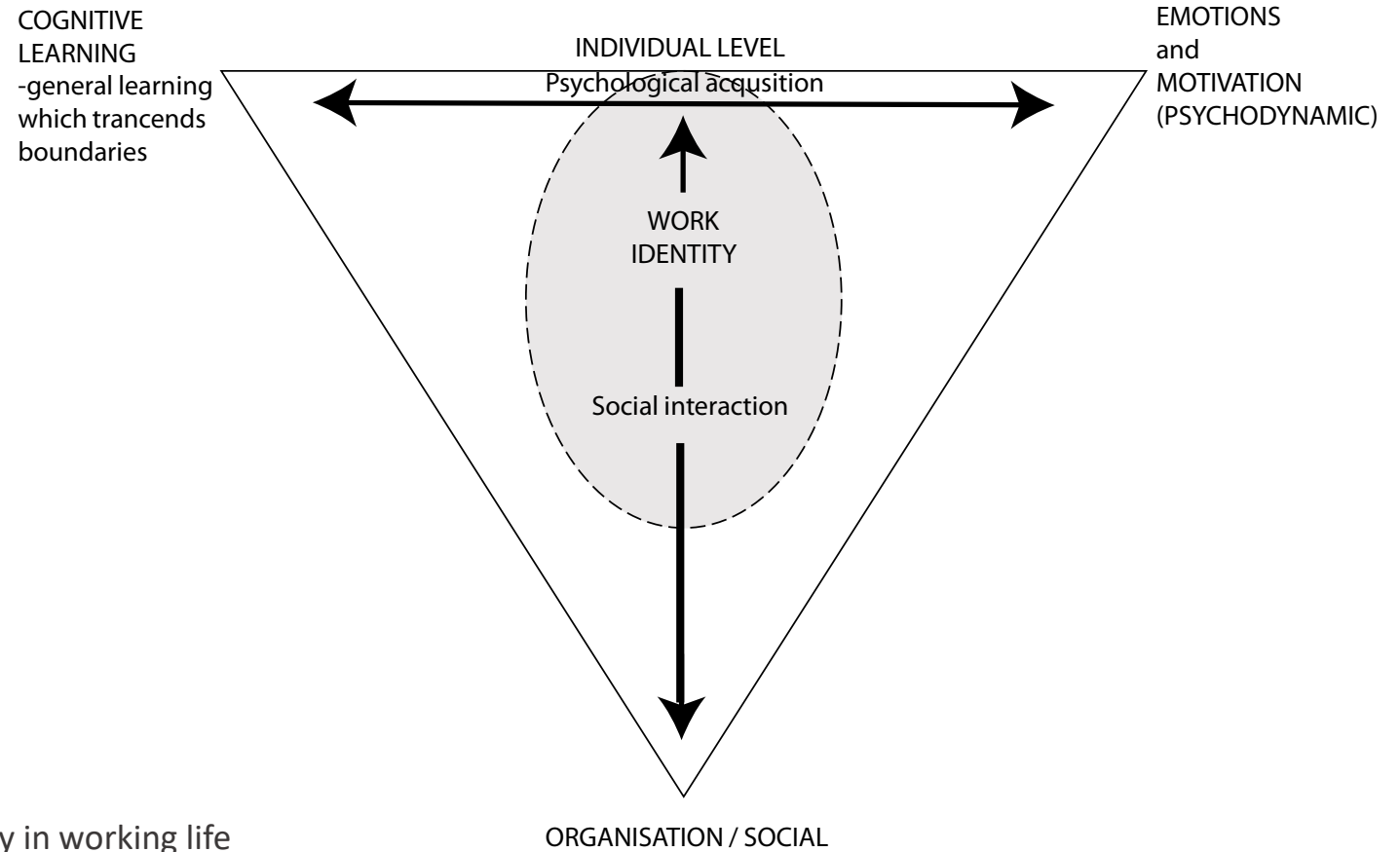


Figure 2. Learning and identity in working life

Work practice

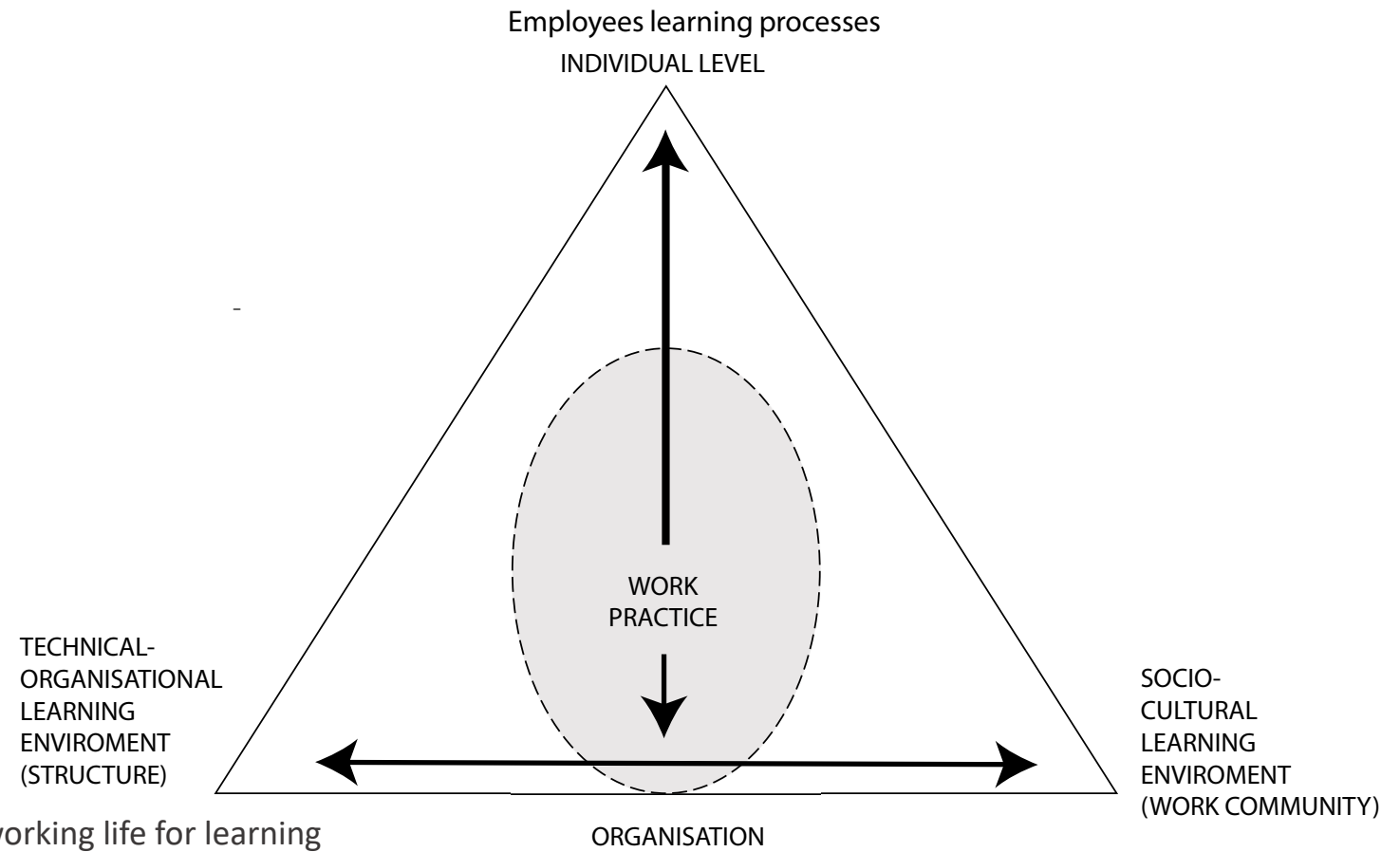


Figure 3. The conditions for working life for learning

The complex model for learning

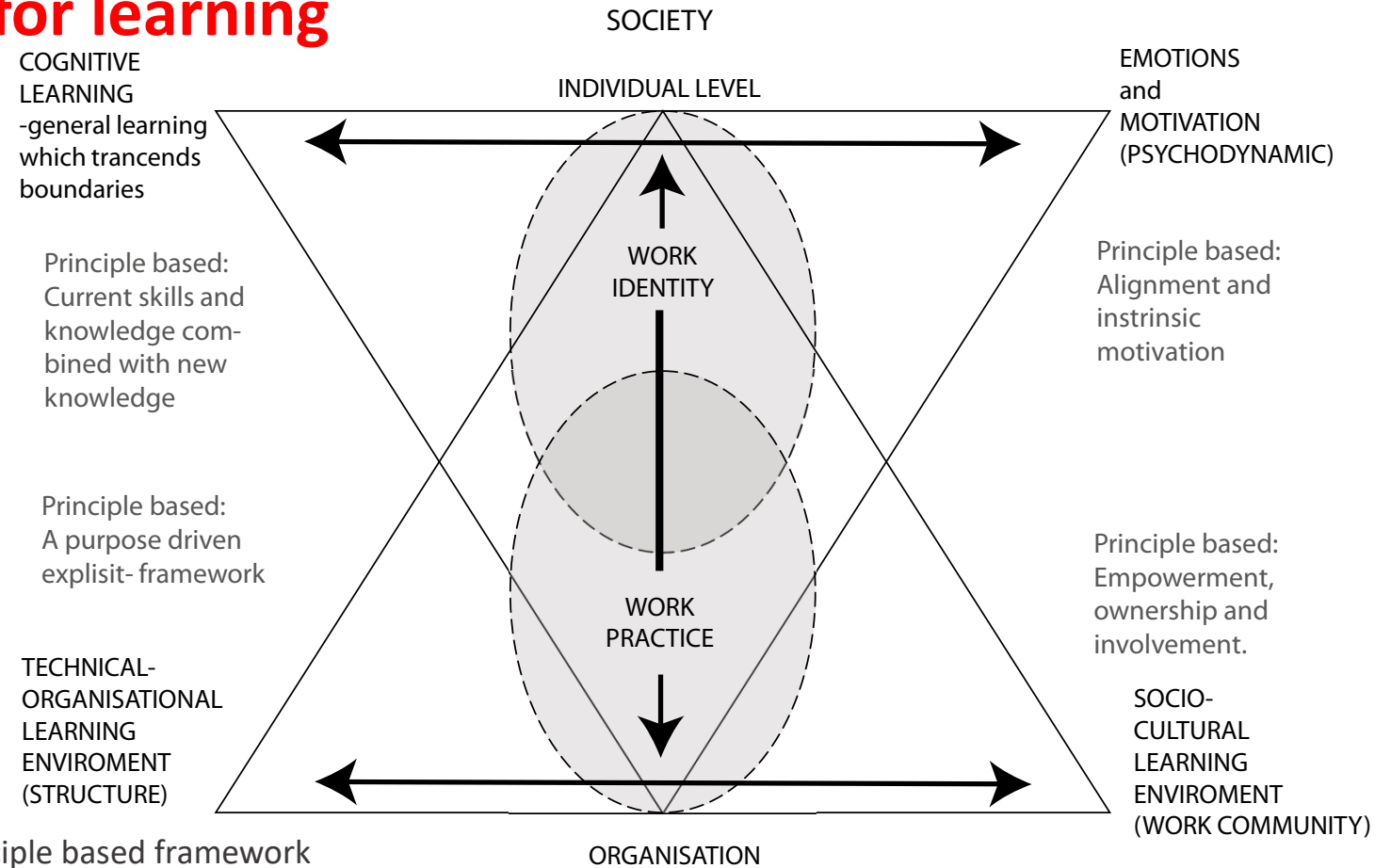


Figure 4. Learning in working life for a principle based framework

CONCLUSIONS

Illeris' model for working life is a complex, but still applicable model for analysing the dynamic of learning.



Illeris' model for working life enhances the need for training, and making a leadership framework explicit. The Illeris' model can also continuously challenge the framework to provide organisational alignment.



Actionable principles aligned with the purpose, vision and mission of the company or project seems to be stimulating learning on a contextual level .



THANK YOU!

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