

Deloitte.



We grow together

Workbook

MAKING AN
IMPACT THAT
MATTERS
since 1845

Introduction

This workbook is for you to use to support your understanding and development in learning from others and growing together.

Here, you'll find short exercises, helpful information and space to record your reflections.

It can be a valuable resource to revisit and add further learning and insights.

We hope you enjoy the session!

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We grow together - An overview

Learning and growing together have many benefits for personal and collective growth. When we learn in a supportive and collaborative environment, we share knowledge, offer mutual support, experience different perspectives and enhance our skills.

Through growing together, we become nurtured, well-rounded individuals who thrive in interconnected environments, can effectively communicate ideas and make impactful contributions.

Why is learning from others important?

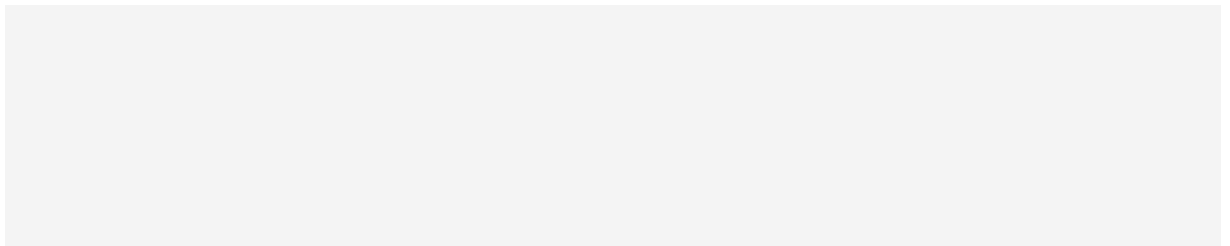
Teaching aids comprehension

We are constantly learning through discussions, media, educational and training settings. These experiences enhance our skills and build our knowledge.

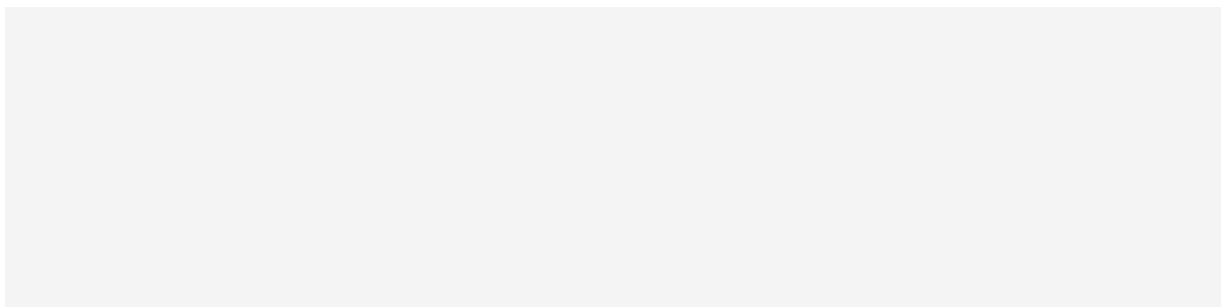
Putting your learning into practice through teaching can be achieved by:

- Breaking down complex ideas into simpler terms
- Seeking clarification
- Learning and working with others
- Practical application to reinforce your learning.

Where else could you demonstrate your learning?



What have you learned from working with others?

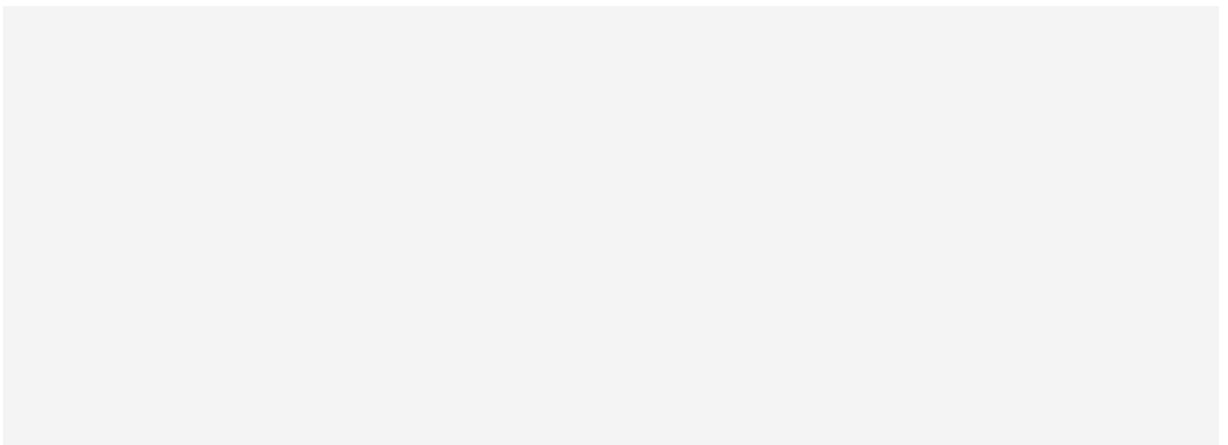


Give others permission to follow

Each of us influences and impacts others; interaction is constant. You can encourage others to learn and grow with you by:

- Leading by example
- Being likeable
- Embracing emotional intelligence
- Sharing your journey and experiences
- Celebrating diverse paths and approaches
- Sharing your vulnerability
- Embracing failure

What else could you do to encourage collective growth and learning?



Give others permission to follow

Think of three ways you could lead by example.

1.

2.

3.

What positive behaviours could you work on to be more likeable?

1.

2.

3.

Think of three ways to manage your emotions more effectively.

1.

2.

3.

Collective learning top tips

- 1. Create a collaborative environment that fosters inclusivity, respect and open communication.
- 2. Listen actively to understand viewpoints fully to promote thought responses.
- 3. Be adaptable to evolving needs and group preferences. Adjust pace and content based on participants' requirements.
- 4. Celebrate achievements to foster a positive and motivating learning environment.
- 5. Allow participants to reflect on their learnings and contributions and see how to apply the insights gained.
- 6. Encourage continued learning by inspiring participants to continue exploring topics outside group sessions.

What other collective learning tips have you come across?

1.

2.

3.

4.

5.

Learn from the future

Our future is full of possibilities, innovations and opportunities. To embrace a forward-thinking mindset, here are a few ways you can learn from the future:

- Collaborate across generations
- Embrace disruption
- Adopt a growth mindset
- Stay informed and up-to-date
- Explore innovation
- Seek mentorship and coaching
- Analyse trends and patterns
- Cultivate a curious mindset
- Invest in future-ready skills

Think of other ways you can learn from the future

1.

2.

3.

Learn from the future | Questions

What future innovations do you think will enhance your learning?

How can we bridge the gap between older and future generations?

Explore how we can harness the power of learning from the future to shape our present.

The benefits of learning from others

Learning from others contributes to personal growth, skills development and further understanding. Here are some benefits:

- Accelerated learning through acquired knowledge from someone with expertise allows you to learn faster.
- From interacting with others with prospects, networking opportunities lead to further collaborations and valuable connections.
- Inspiration and motivation from others' approaches and mindsets motivate you to push your boundaries.
- A continuous learning mindset embraces learning from others, promoting ongoing curiosity and intellectual growth.

What are your collective learning strengths?

Where do you need to develop your collective learning skills?

Next steps

1. Revisit your workbook once a month or every two months to check in and reflect on your skills.
2. Continue exploring ways to learn from others and consider the benefits of growing together to add layers to your learning and development.
3. Ask others for feedback on your approach, where you could improve, and where you already excel.
4. Look at communication, relationship building, emotional intelligence, and collaboration skills.
5. Practice, practice, practice.

What are you going to do to improve your learning skills?

1.

2.

3.

Summary

“While we teach, we learn”.

– Seneca

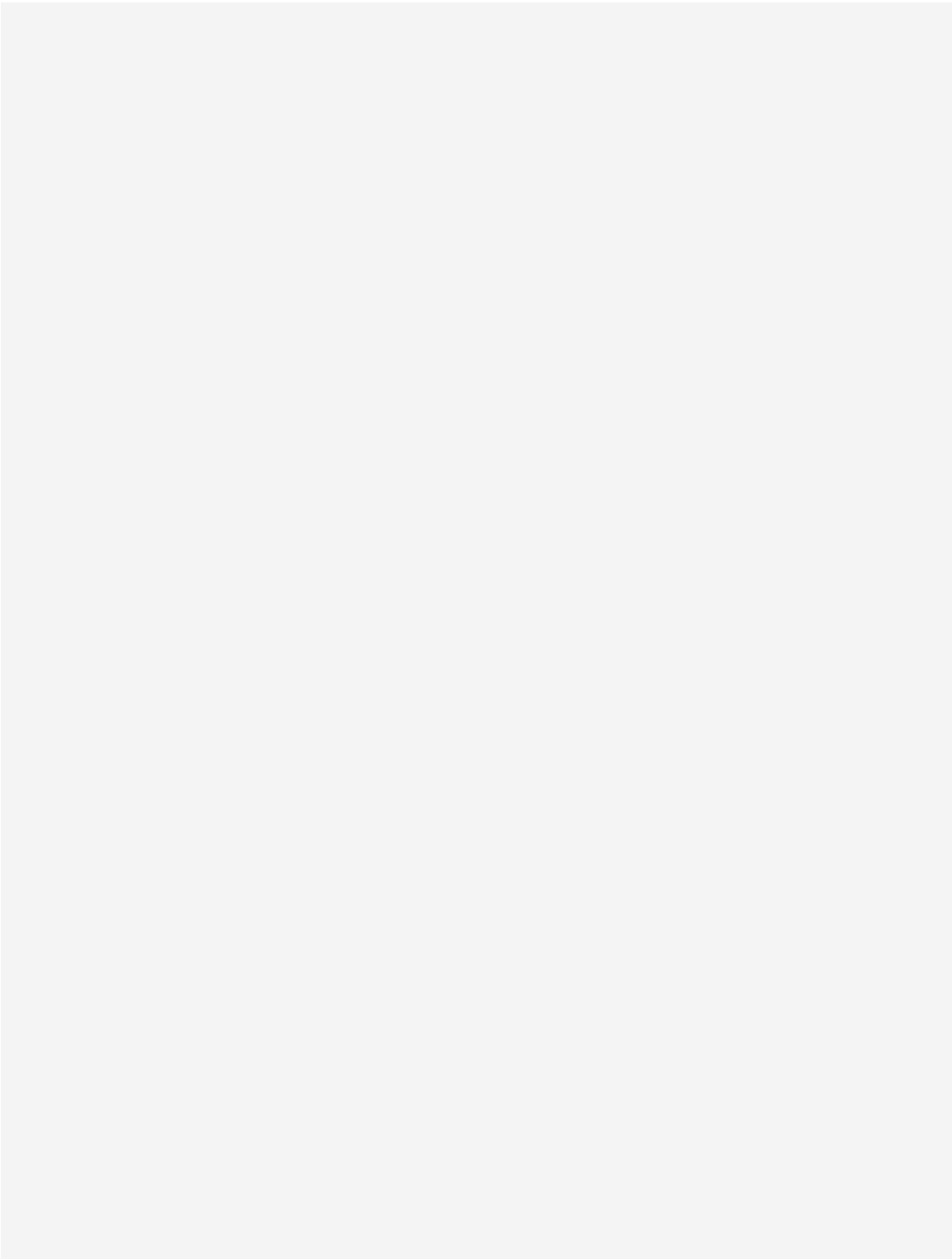
Growing with and learning from others is an invaluable way to gain collective wisdom and experiences from a diverse group.

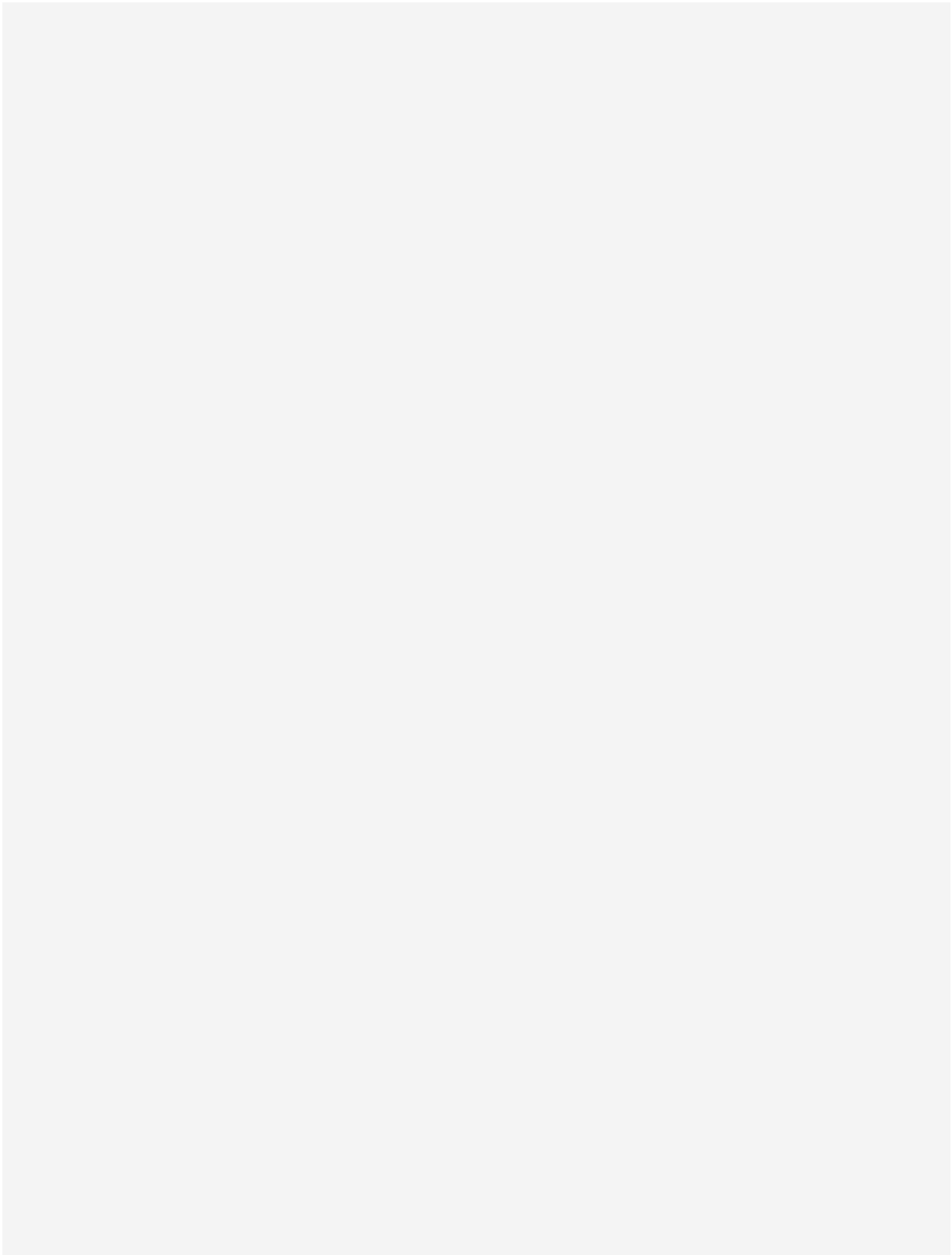
Collective learning accelerates your learning, enhances your skills and empowers you to navigate challenges more effectively.

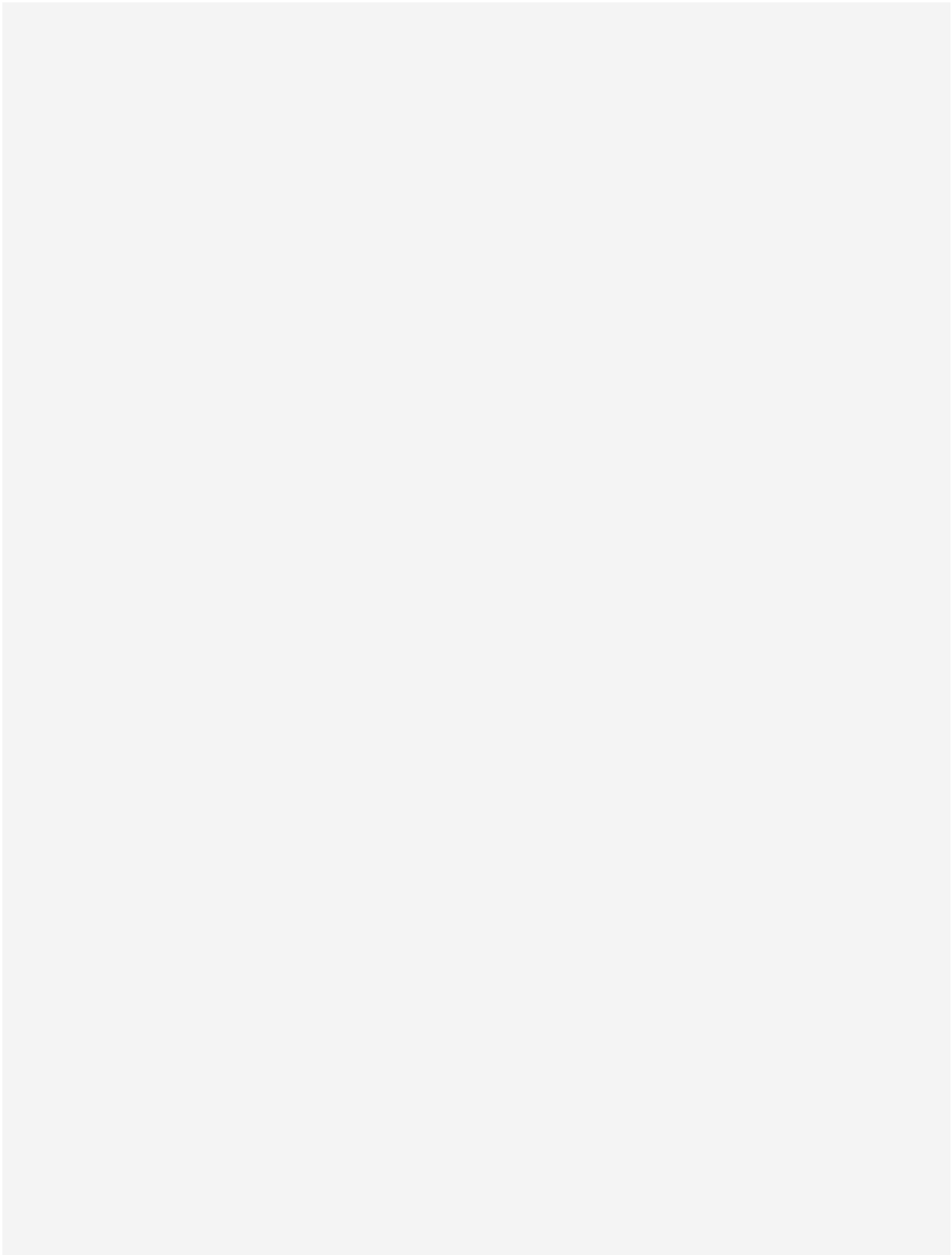
We Grow Together. Create meaningful learning communities to adopt a forward-thinking mindset and help you anticipate future trends, innovations and challenges.

Further links

- [Careers at Deloitte](#)
- [Our programmes](#)
- [Our events](#)
- [Frequently asked questions](#)
- [Dot the Bot \(ask a question\)](#)







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