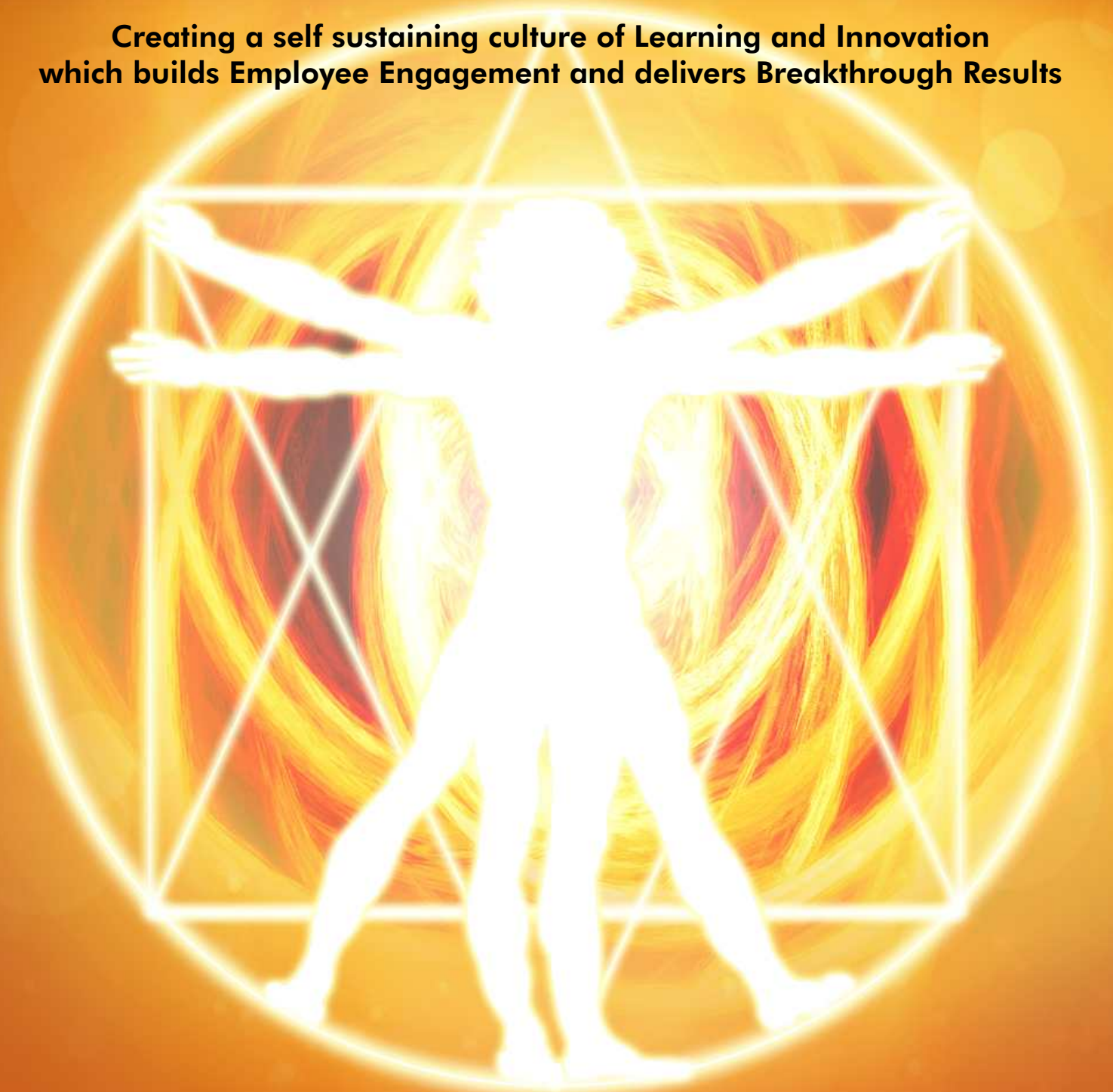


# ENERGIZED

## LEARNING ORGANIZATION (ELO™)

**Creating a self sustaining culture of Learning and Innovation  
which builds Employee Engagement and delivers Breakthrough Results**



**Pragati Leadership Institute Pvt. Ltd.**

Energizing Organizations through Wholesome Leadership

# ENERGIZED LEARNING ORGANIZATION (ELO™)

## ENERGIZED LEARNING ORGANIZATION (ELO™)

Fast paced technological breakthroughs and forces of globalization are two key drivers of change in the current business environment. Economic downturns have added a third dimension to this picture.

Business wisdom dictates that for enduring success, organizations need to harness their intellectual capital. **Continuous innovation** and **employee engagement** are increasingly being recognized as key competitive advantages for business organizations today. This can be achieved by creating a self-sustaining 'culture of learning' and 'positive energy' in the organization.

Based on systematic research and twenty one years of our experience working with over five hundred and eighty organizations throughout the world, Pragati Leadership Institute Pvt. Ltd (PLI), has developed a holistic model for co-creating an "Energized Learning Organization" (ELO™). The objective is to accelerate the rate of innovation, organizational learning and productivity breakthroughs in organizations.

## Value Proposition of your organization from ELO™

**ELO™ will facilitate the creation of a self-sustaining culture of Learning and Innovation which builds higher levels of employee engagement and consistently delivers breakthrough results.**

### Benefits of ELO™:

- Ongoing and sustained improvement in the ability to learn and innovate;
- Energized, enthusiastic and engaged team members, who actively learn and share, delivering more value to their work;
- Development of initiative and leadership at all levels;
- Pride in the organization and the individual's role; and
- Enhanced joy and well-being.

## Our Model of the Energized Learning Organization (ELO™)

Pragati's model of an Energized Learning Organization recognizes that leadership of a catalytic nature is the foundation for both learning and innovation in an organization. As more people take responsibility for improving business and take new actions, they grow in their capacity as leaders and act as change agents. Organizations having a large number of such leaders who are energized and have an attitude of learning, are more likely to be flexible and can adapt quickly to changing market conditions.

## ELO™ Model Focuses On Three Key Outcomes

**Innovation:** Every human being has at their center, an infinite capacity for unconditional joy and a core of unbounded, creative intelligence. In many of us, this profound space of pure creative intelligence is overshadowed by dysfunctional beliefs, lack of awareness, self-regard and an appreciative attitude. This capacity is therefore unavailable and not manifested in the individual and their work. When this creative ability of people is truly unleashed and they are given tools on how to apply this ability, given a business challenge to work on, innovation is the output.

**Employee Engagement:** People in organizations feel engaged when they are contributing whole-heartedly to the growth of the organization and when their contribution is recognized and appreciated. The ELO™ process builds on the premise that people intrinsically want to be engaged and add value. They however need the "space" and the "forums" to enable them to do this.

**Productivity Breakthroughs:** When the creativity and engagement levels of people are unleashed in the organization, the impact on both routine and innovation projects is significantly higher. This results in higher productivity outputs. Unexamined areas of opportunity are worked on and limits questioned.

## A Snapshot of the Process



**Step 1: Preparing the Ground:** This is a pre-intervention step and involves a survey of the organizational climate of the organization. This involves studying the processes that are required for learning and innovation. An innovation process, which involves branding and communication, is set up. An internal task-force to spearhead this intervention is put in place.



**Step 2: Igniting the Spark:** This step involves building the awareness and orientation of the Leadership Team for their role as mentors and champions of Innovation and Learning in the organization. At this stage, an organization wide playshop is organized to unleash the creativity of all the employees in the organization. Innovation themes are arrived at, using processes like Open Space Technology. The execution of these is led by cross-functional teams. Projects chosen, are strategic ones which will enhance organizational productivity. Identification and training of I-Catalysts (Change Agents) is completed. These I-Catalysts are trained in driving organizational change and learning.



**Step 3: Expanding the Fire:** The innovation process is now deepened. Detailed planning is done with I-Catalysts and Cross Functional Teams for implementation of the projects. This involves partnering with I-Catalysts and creating periodical touch points to sustain the spirit of innovation in the organization. It also involves review of the intervention at various levels.



Pragati's Model for ELO™

ELO™ success in creating engagement and learning is based on:

- Working intensively with the Leadership Team in the organization
- Creating an awareness of the importance of innovation throughout the organization and building positive energy in people. Enhancing employee strengths with simple tools to create innovation breakthroughs
- Developing a cadre of "sparked" people called "I-Catalysts" who take the lead in sustaining the innovation process
- Identifying "high-impact" innovation projects that have a breakthrough result and get cross-functional teams to work on them
- A close partnership between the organization and the Consultants

## Uniqueness of ELO™

- A business linked intervention supported by robust pre and post intervention assessments
- Judicious mix of training, coaching and action learning
- Creating a self-sustaining movement in the organization by creating a cadre of I-Catalysts for sustaining the energized learning in the organization
- Facilitating the acceleration of learning and innovation in the organization

This entire intervention is for a period of one year of close partnership between PLI and your organization, followed by mentoring for a two-year period.



