

## Leadership

In what ways does leadership contribute to learning and development (in your situation)?

Which paradoxes do you experience as a leader?

Which actions do you (not) undertake to get people moving?

## Individual

Which Fontys role(s) suit you and which roles are required in your current work?

Who or what can help you to take the next step in your development?

Where can you make a start?

## Learning collaborative professional

What is your personal development goal?

What is your current dilemma looking at my role and work?

Who would you like to ask for feedback and how does that/this? work within your organisation?

## ENVIRONMENT

## ORGANISATION

## LEADERSHIP

## TEAMS

## INDIVIDUAL

## LEARNING COLLABORATIVE PROFESSIONAL

## Organisation

Which vision of learning do you apply in your organisation?

How is learning and development facilitated and encouraged in your organisation?

What is needed to learn more collectively in your organisation?

## Teams

What are the strengths of your team?

What does collaborative learning look like in your team and how can this be further developed?

What would be the next step to mature as a team?

Based on Marsick & Watkins, 1993; 2003 & Ruijters, 2019.

More information on learning and development, check the [HR&O portal](#).