

Paul Matthews

# “Leadership and Learning and how leadership programmes can fail!”



If your leadership development programmes are not quite getting the results you had hoped for, this might be the reason. And the good news is, it can be fixed.

Leadership is often seen as the answer to all sorts of problems. The cry goes up for leadership and for leaders who will swoop in with capes flying and save the day.

But leadership does not stand on its own as a panacea.

Organisations are complex systems and there are dependencies that come into play.

There is a strong link between leadership and learning, and this Best Practice Guide explains that link, where engagement fits into the mix, and how the organisational learning environment can act as a brake or an accelerator on the effects of leadership.

If you want to give your leadership development initiative the best chance of success, you need to be paying attention to the organisational learning environment.

By the way, I'm Paul Matthews and for the last 18 years I have worked with organisations to make their learning more

effective. I've put together this Best Practice Guide to provide an insight into an often ignored aspect of leadership development that can easily derail even the best programme.

An early version of this Guide was used as the cover story for the July 2012 Training Journal magazine and was hailed as 'thought-provoking' and 'common sense that isn't so common'.

If you have any questions about the simple but powerful ideas in the Guide, please do give me a call on my direct line number 01908 200 707 or email me on [paul.matthews@peoplealchemy.co.uk](mailto:paul.matthews@peoplealchemy.co.uk)

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## About the Author

Paul Matthews, is an expert in informal learning, enabling capability, performance consultancy, learning transfer, workflow learning and how L&D can be a valuable partner in achieving business goals.

He is the author of three bestselling books. 'Informal Learning at Work: How to Boost Performance in Tough Times', praised as a thought provoking practical book with ideas and insightful examples which challenges us all to embrace informal learning. His 2014 book

'Capability at Work: How to Solve the Performance Puzzle' explores the root causes of peoples' poor performance and how to seize the opportunity of the changing nature of L&D. Paul kept saying that two Learning & Development books are enough but learning transfer turned out to be too big and important and 'Learning Transfer at Work: How to Ensure Training >> Performance' was published in October 2018. The feedback from many L&D professionals is that it is a must read!

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