

25 ideas for Learning at Work Week that are not lectures

Foster peer and
social learning +
highly participatory!

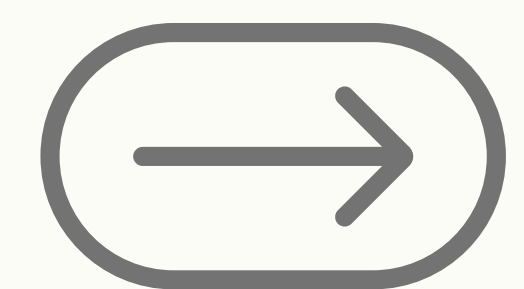
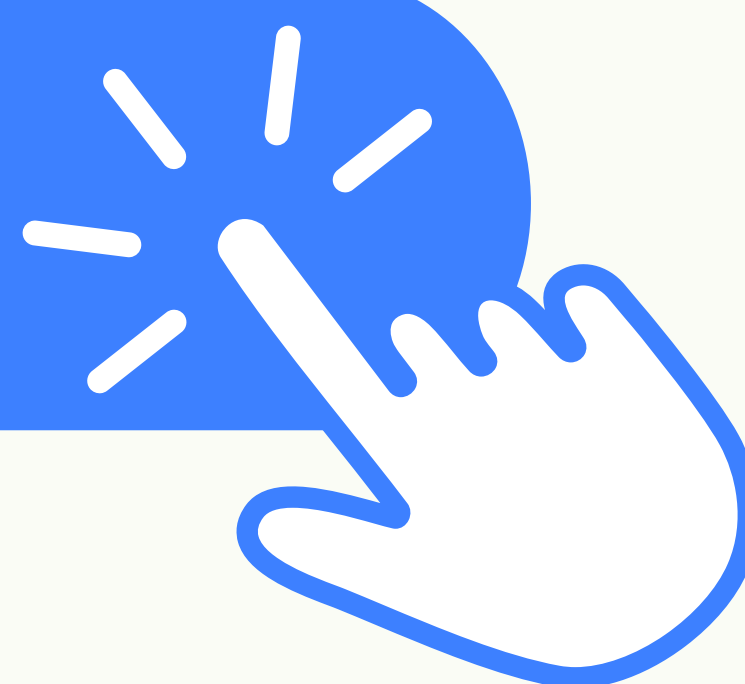
HANDLE WITH BRAIN

This year's theme is 'Get connected', and it highlights the social aspect of lifelong learning at work.

Needless to say, it's my favourite topic!

I explored the topic of self-directed learning and lifelong learning in [one of my IRrEGULAR LEtTERS](#).

Read more about this year's Learning at Work Week topic

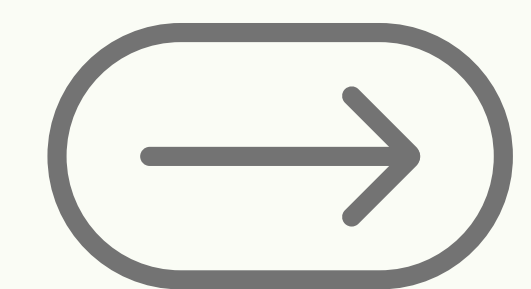


HANDLE WITH BRAIN

Too often, we are pulled towards lectures and webinars as the go-to format for Learning at Work Week.

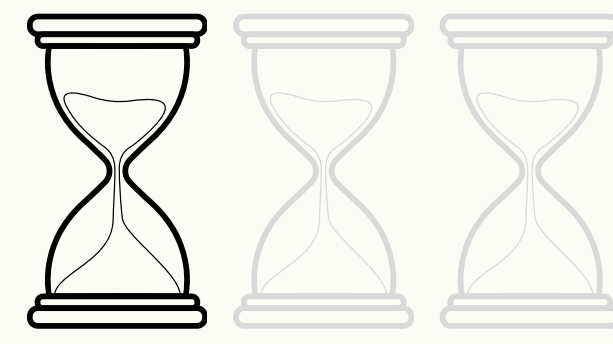
This year, aligned with the topic, I invite L&D teams to be more playful, creative and experimental, and bring social and peer learning formats in the spotlight.

I am sharing 25 of my favourite formats, hoping it will inspire some of you!

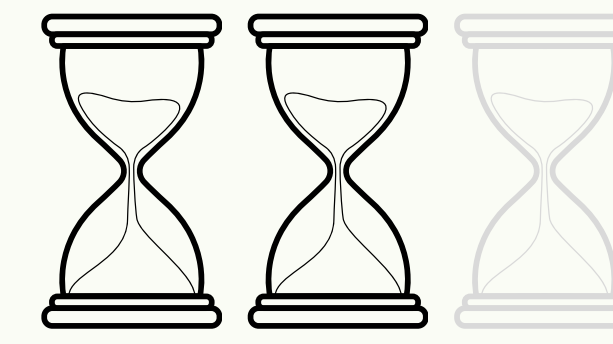


I categorised them by:

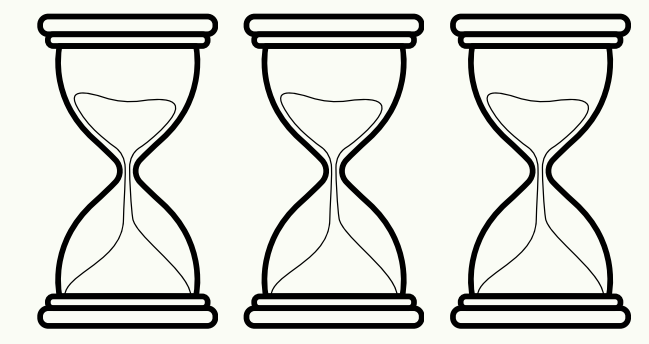
—Duration:



*Few hours,
up to one day*

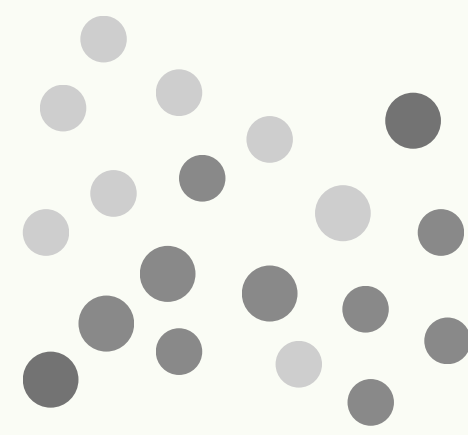


Several days

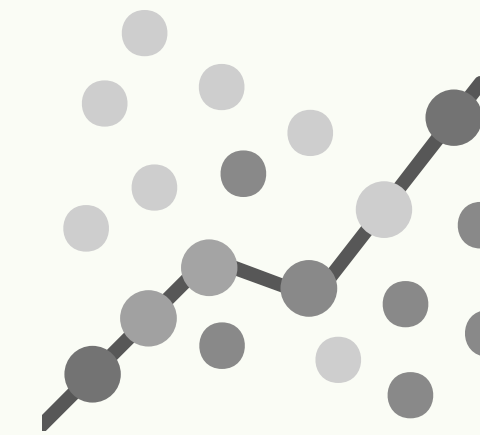


*Spread across
months: launch
during Learning
@Work Week*

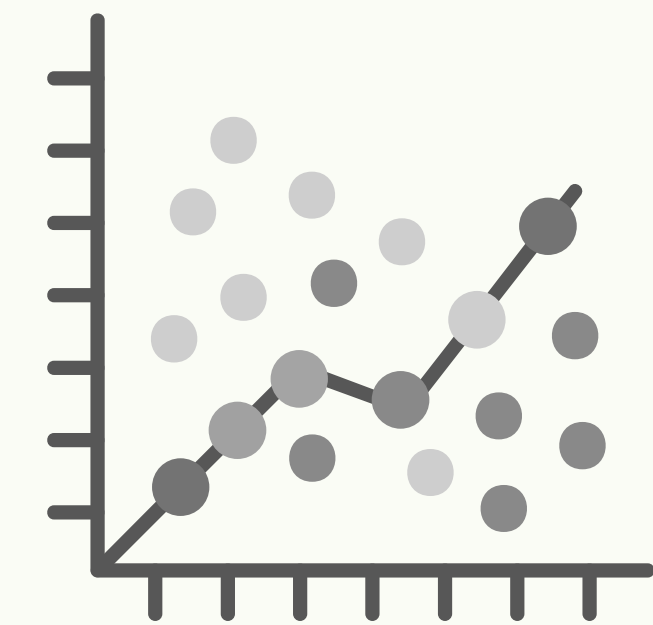
—Structure:



*Loosely
structured*



*Somewhat
structured*



*Highly
structured*

—Group size: Many formats scale easily



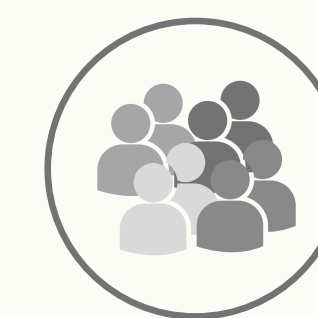
Solo



Pair



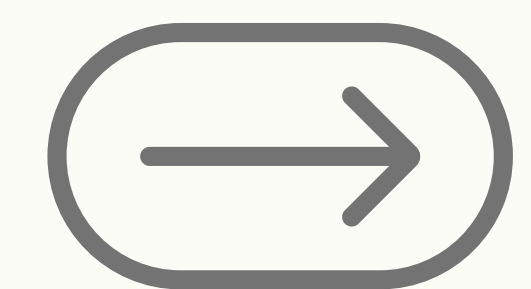
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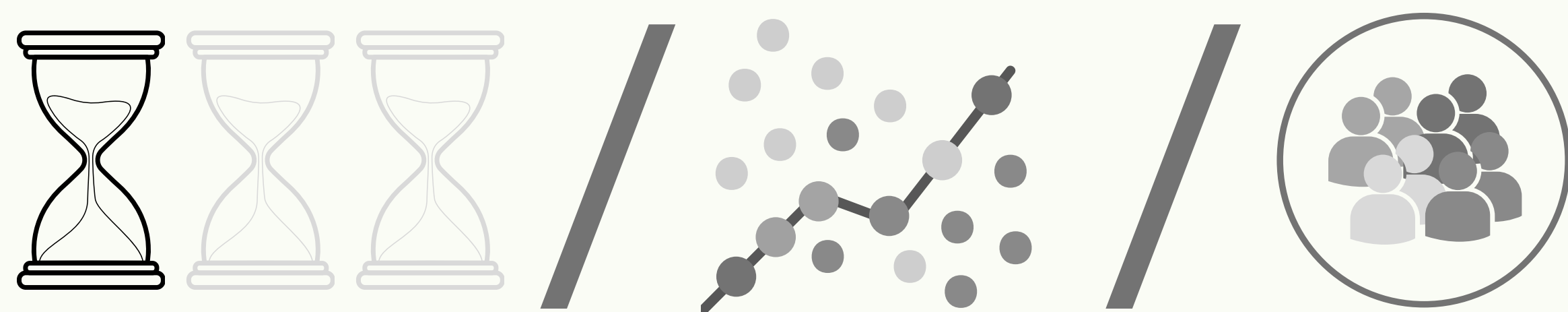


10-50



50+

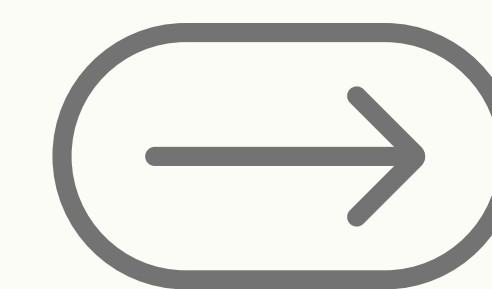




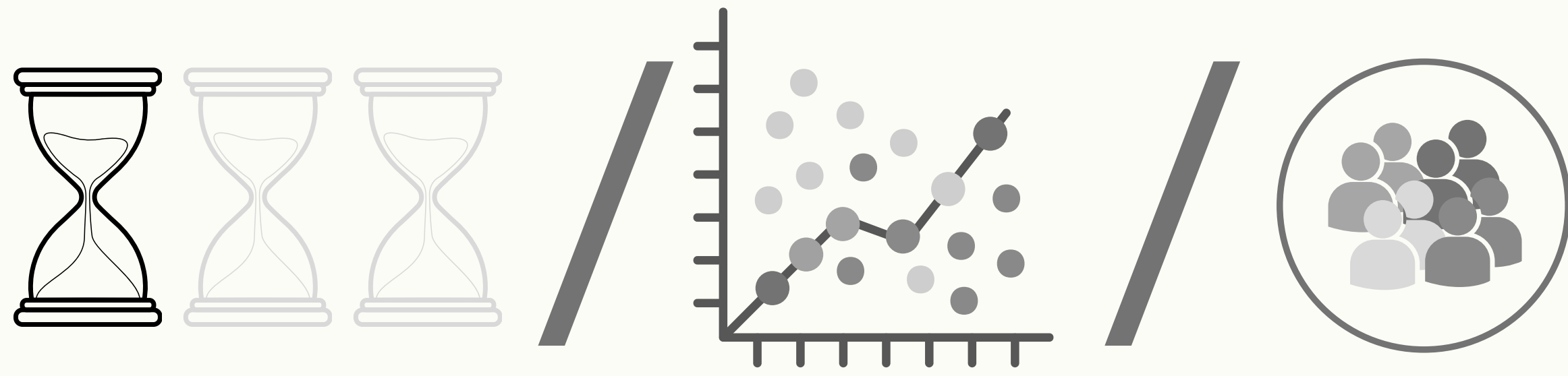
Human Library

An interactive experience where people, referred to as "books," share their personal stories and lived experiences with "readers" to promote empathy and understanding.

1



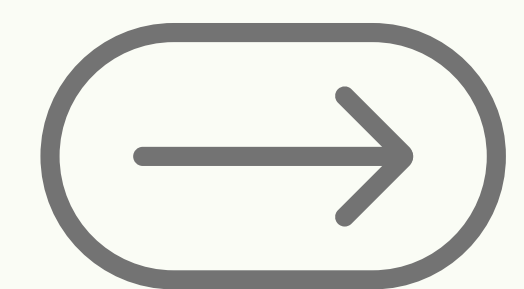
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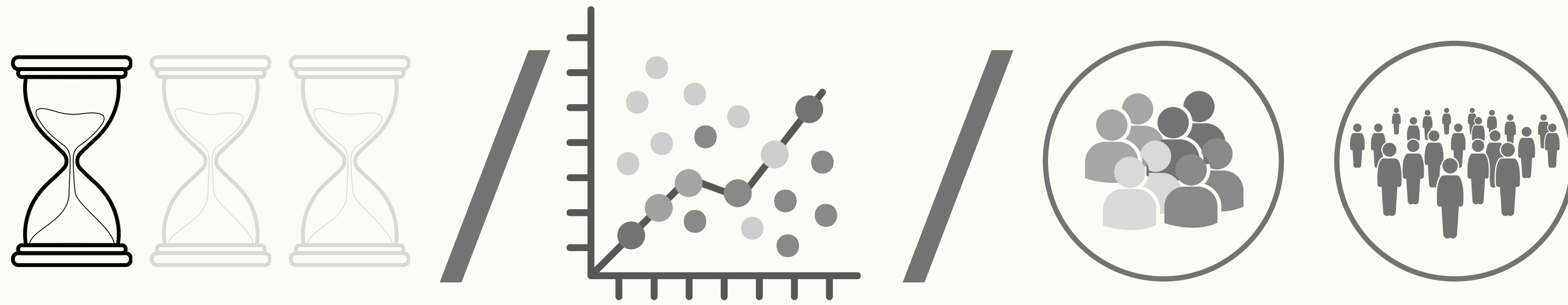
World Café

A rotating, small-group conversation format for collective idea-sharing and deep dialogue around topics that matter.

2

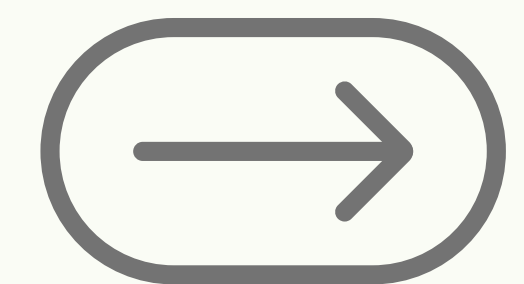


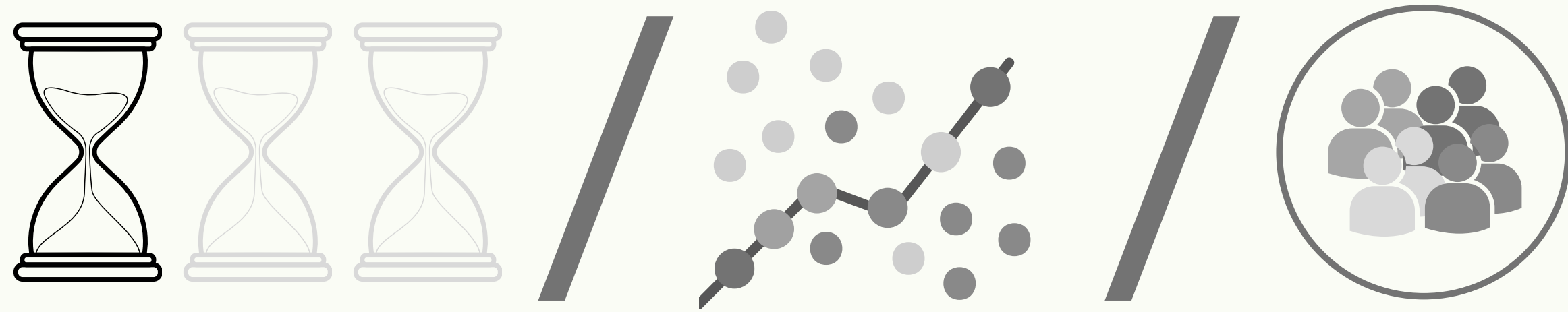
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PechaKucha

A fast-paced presentation format where speakers show 20 slides, each lasting 20 seconds, creating a dynamic and concise storytelling experience. Great to foster fast idea sharing in an inspiration session.

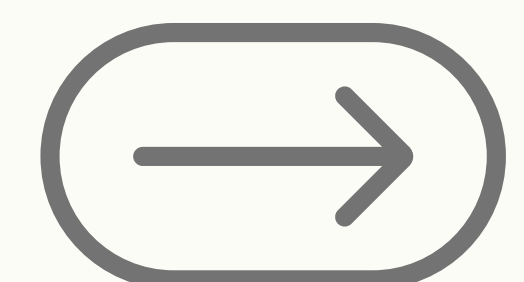




Museum Field Trip

A creative, interactive museum visit followed by a debrief where participants use a bingo card of thought-provoking prompts to connect art with their work, sparking inspiration and collaboration.

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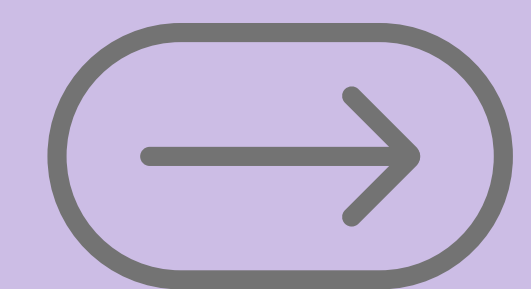


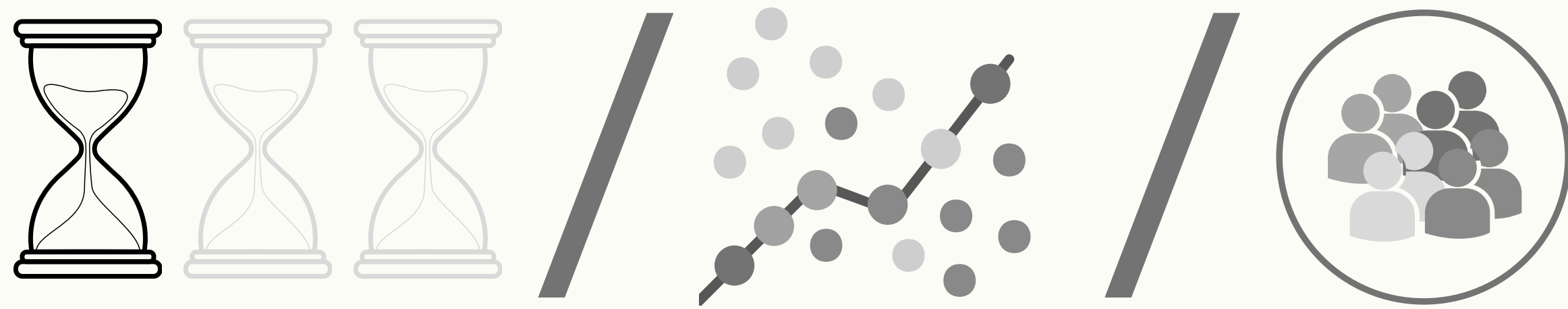
“ Museum Field Trip

—Great connection and communication with my teammates.

The questions are great. It also shows how open you are to the artworks of the museum.

—The museum game was impactful, intuitive and helped to bring creativity in place without fear.

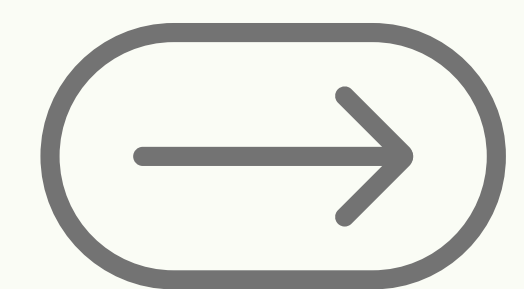


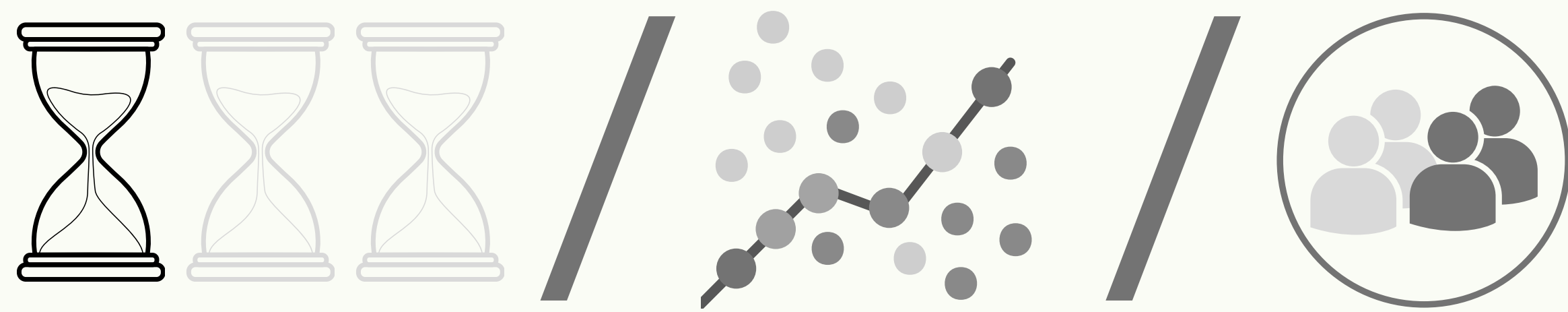


Fishbowl

A loosely structured discussion format where a small group has a conversation in an inner circle while a larger audience observes, with opportunities for participants to rotate in and out and contribute.

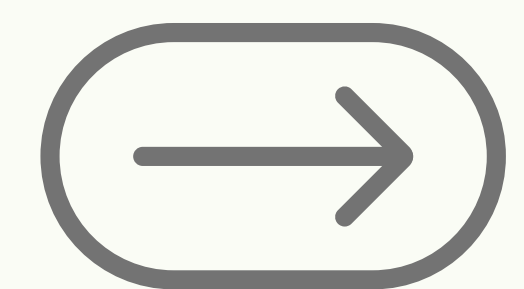
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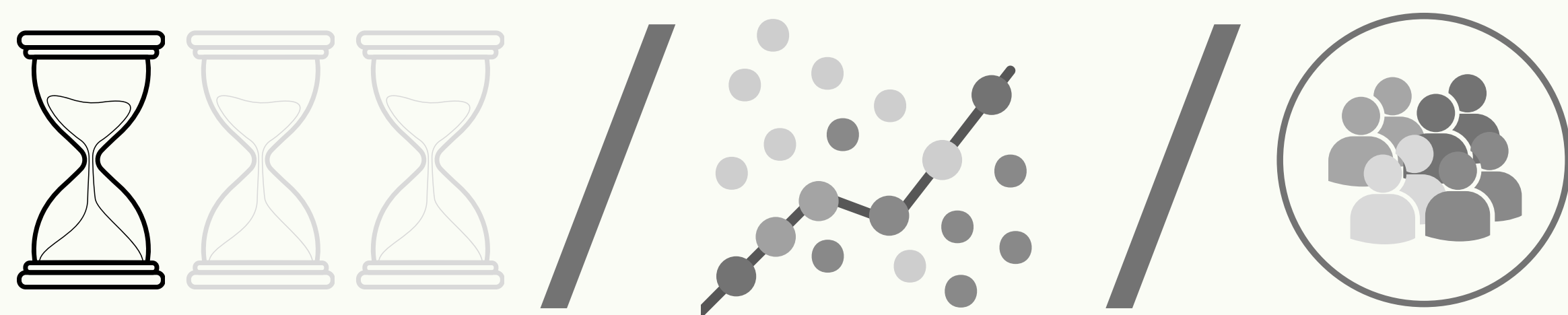




Lean Coffee

An organized, yet informal format where colleagues create the agenda by suggesting topics, prioritize them, and discuss each topic for a set amount of time in a democratic and time-efficient manner.

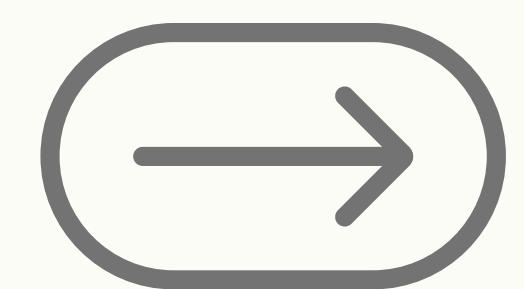




Pop-up Think Tank

A dynamic, collaborative event where colleagues from different departments come together in small groups to generate innovative ideas, strategies and conceptual solutions to a specific organisational challenge in a short, focused period.

7



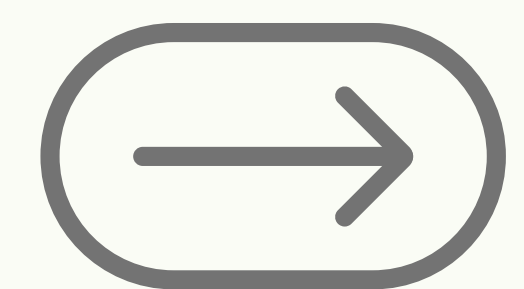
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Unconference

A participant-driven gathering where attendees set the agenda, self-organize discussions, and engage in open, dynamic knowledge sharing.

Also know as Open Space or BarCamp.



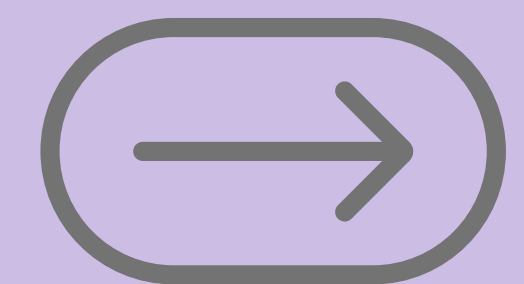
“ “ Unconference

—Thank you so much for organizing such an inspiring and enriching event!

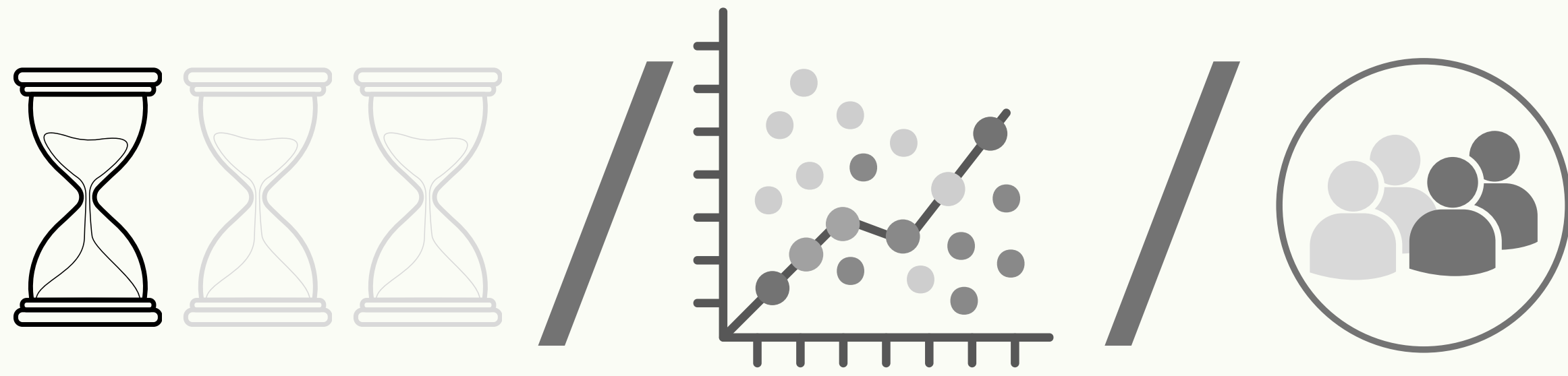
—Great experience of co-creating!

—Very smooth flow for such a complicated approach. Can't thank you all more for the inspiration!

Watch an example



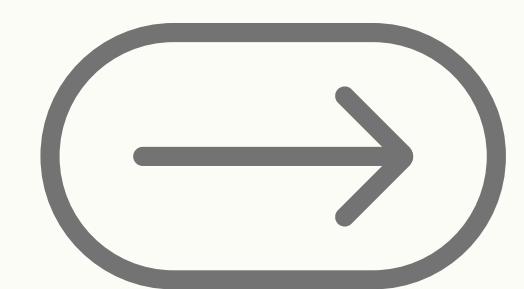
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Peer Circle: Troika Consulting

A structured peer-consulting process where small groups rotate roles to help each individual solve a challenge through rapid feedback and fresh perspectives.

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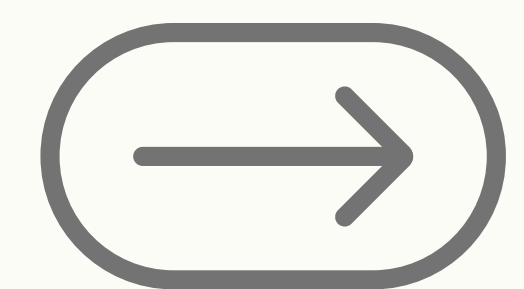
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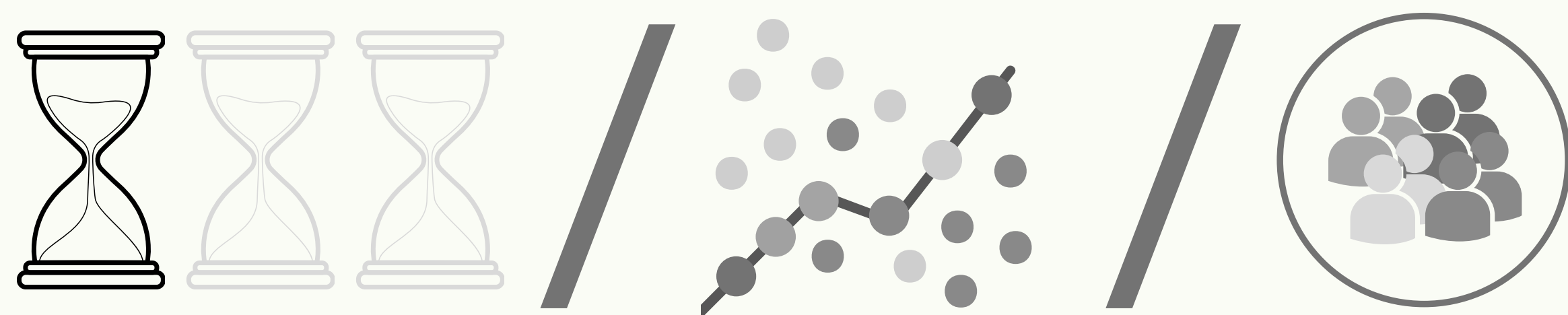
Unhurried Conversations

A slow, mindful dialogue format that encourages deep, intentional listening and reflection, allowing participants to engage in thoughtful, undistracted discussions.

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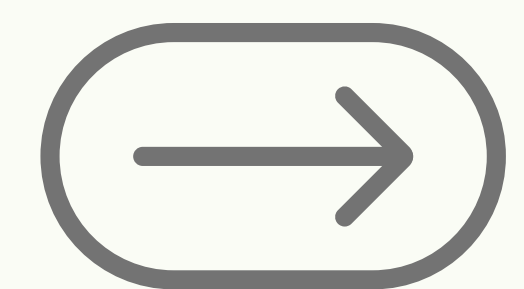


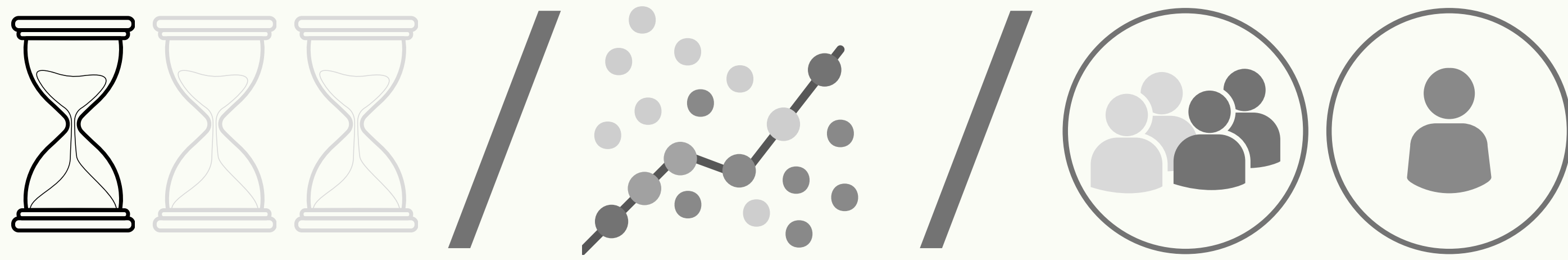
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Silent Conversation

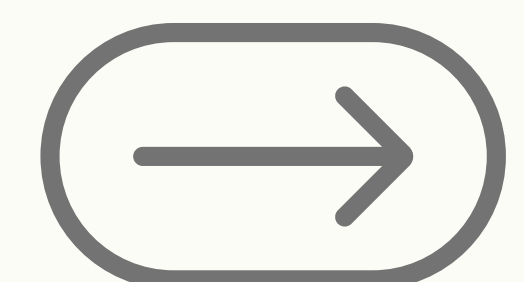
A reflective activity where participants silently write, exchange, and respond to each other's thoughts on a prompt, fostering deep, inclusive dialogue.





Walkshop

An immersive outdoor experience where participants follow auditory prompts to engage with their surroundings, fostering creativity, reflection, and inspiration.

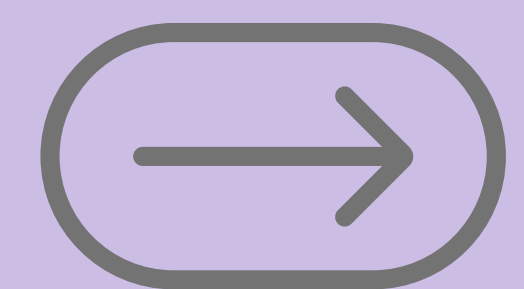


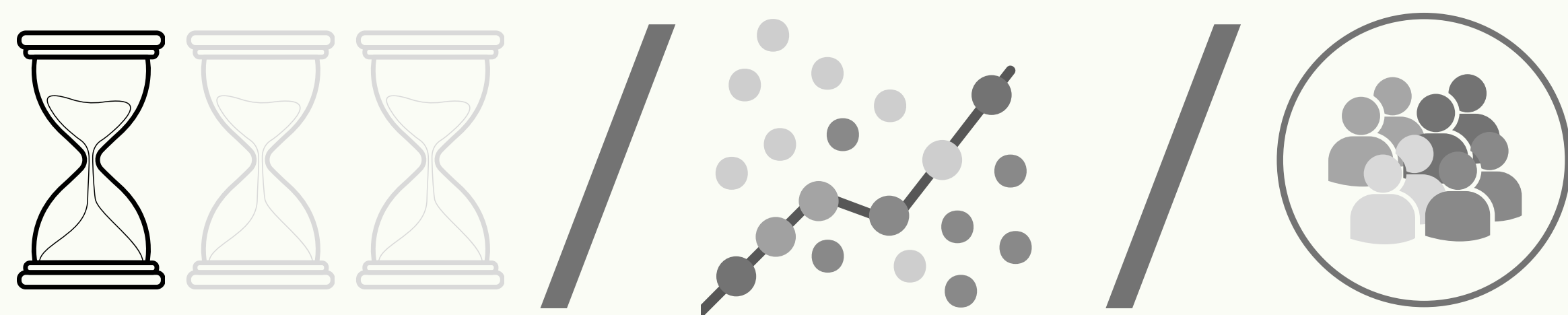
“ “ Walkshop

—I feel light. I feel gratitude for this tiny field of flowers and immense gratitude for everywhere my feet have taken me! Thank you!

—It was actually very nice to be silent together! 🌟❤️ It felt very interconnected.

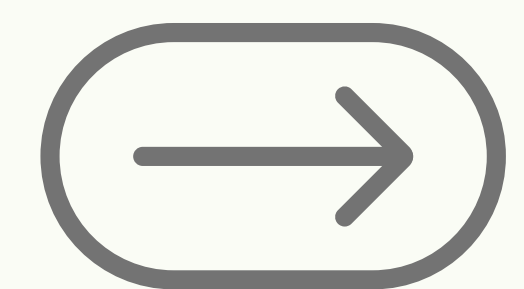
—Thanks a lot for this decompression session.

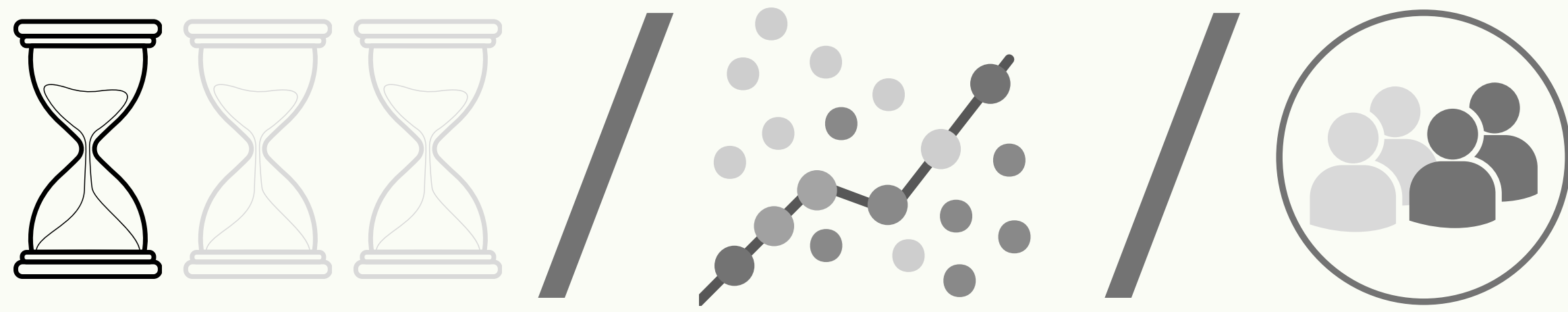




Offers & Needs

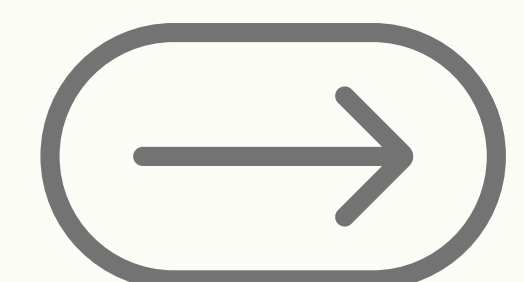
A participatory activity where colleagues share what skills, knowledge, or resources they can offer others, and what they are seeking, fostering a collaborative exchange within a group.

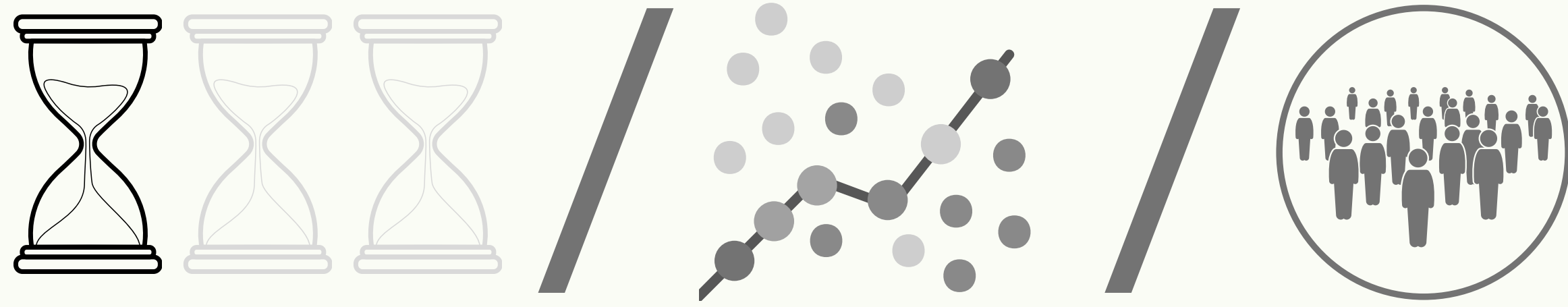




Pro Action Café

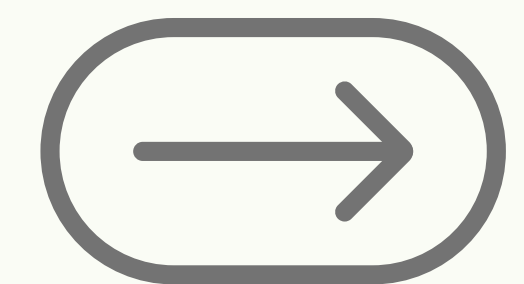
A peer-to-peer collaborative format where colleagues present challenges they're facing, and the group offers advice, insights, and creative solutions through a series of structured, round-table discussions.

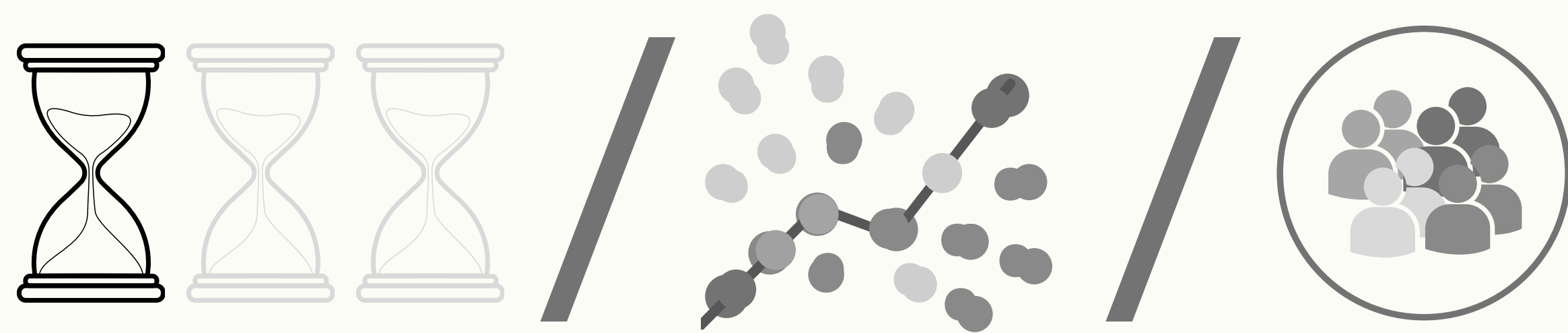




Fuck up Night

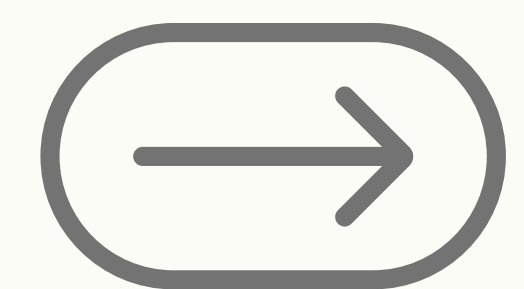
An event where colleagues share stories of their failures, mistakes, and challenges in a humorous and reflective manner to normalize failure and foster learning.

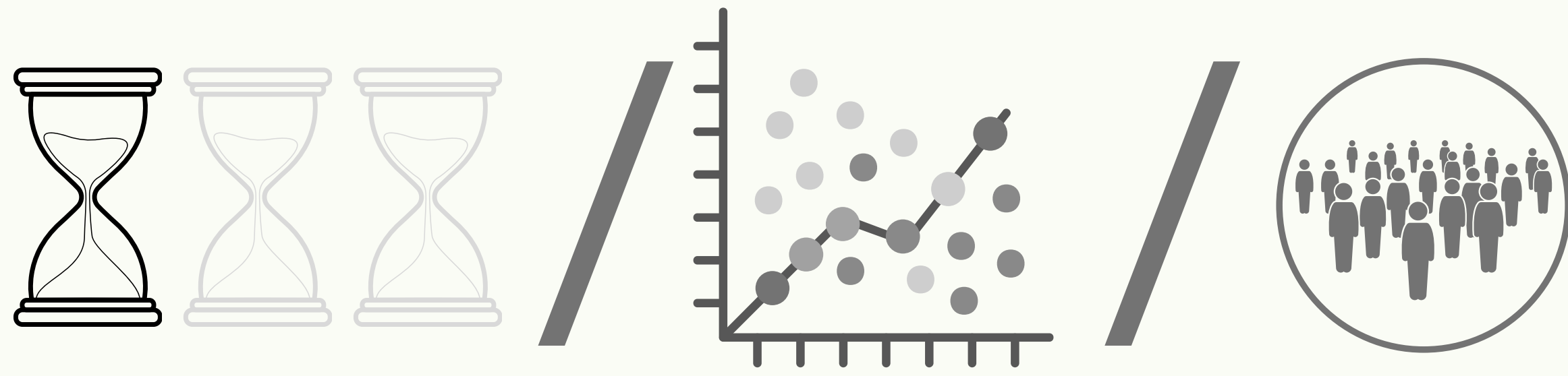




Collective Story Harvest

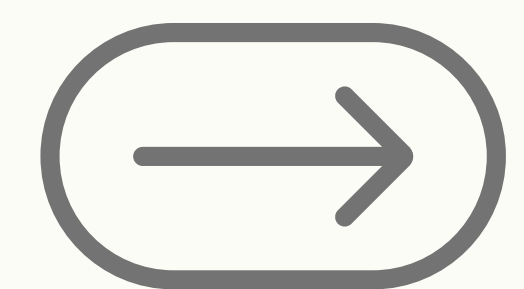
A peer-learning format where some colleagues share personal stories or experiences related to a theme or topic, and the group collaboratively extracts key insights, themes, and lessons from those stories to create a collective understanding or narrative.





Career Fair

An event where people share a "day in the life" of their role, discussing the skills required, challenges faced, and the career growth path, offering colleagues a real-world glimpse into different roles available within the organisation.



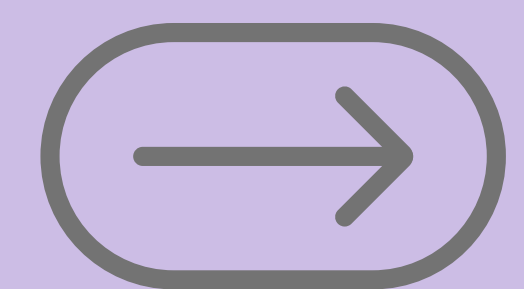
“ “ Career Fair

—Everything about this was amazing. The variety of speakers, the organization, the facilitation of the meetings, the subjects covered.

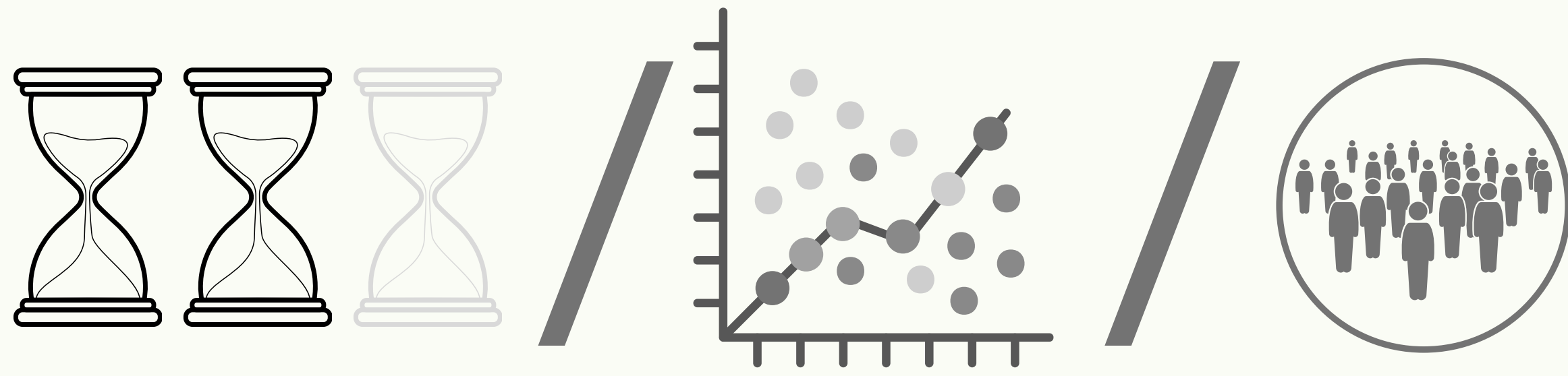
—It was an incredible experience to meet all of those amazing people, hear their stories, learn and get inspired.

—It was so beautifully and intentionally organized. I left feeling inspired.

Watch an example

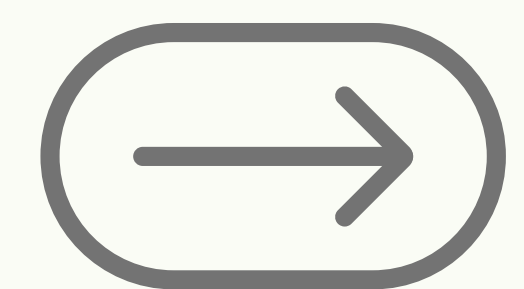


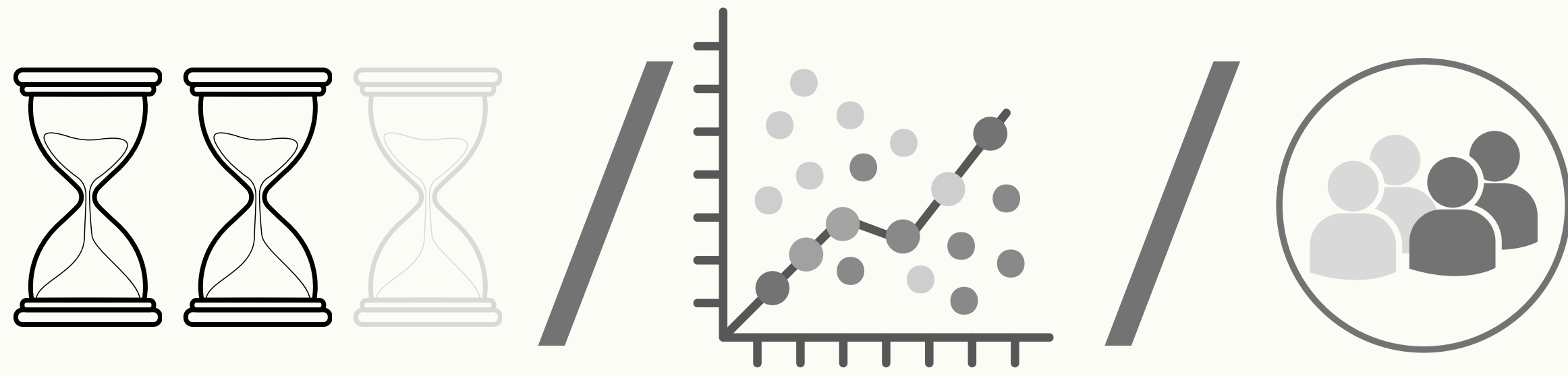
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Hackathon

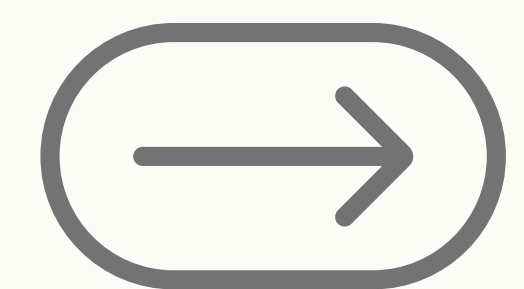
An intense, collaborative event where colleagues work in teams to build a working prototype to solve a specific challenge, often within a limited time frame, fostering innovation and rapid prototyping.

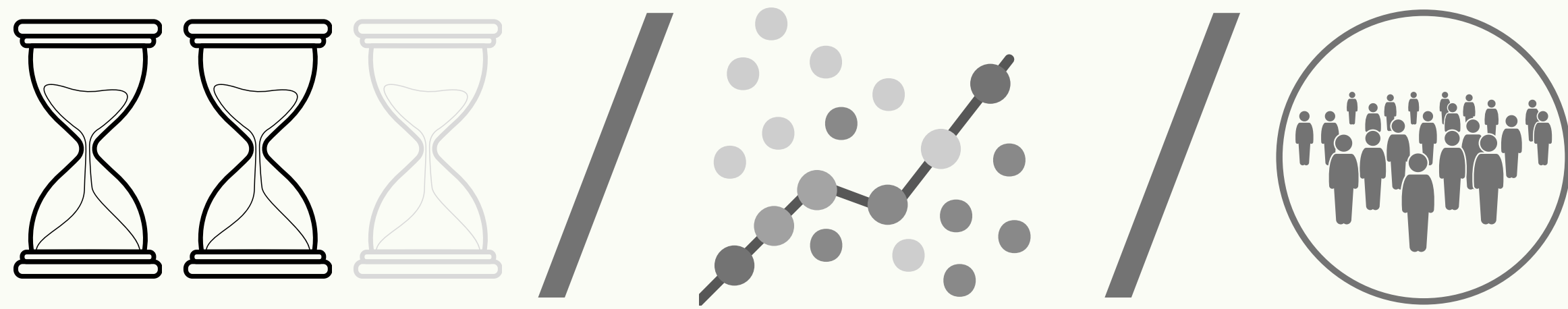




Action Learning Sets

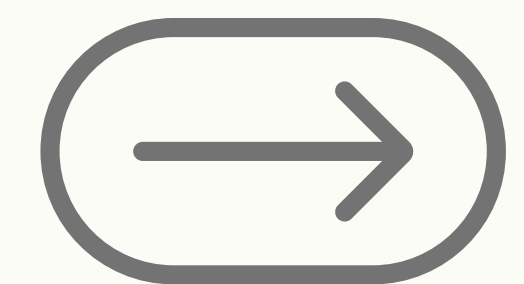
A collaborative process where a small group of colleagues work together over a period of time to solve real-world problems, learn from each other, and reflect on their experiences through questioning and discussion.





Learning Museum

An immersive, interactive experience that blends art, multimedia, and participatory learning, encouraging participants to co-create and reflect on specific skills and concepts while engaging emotionally and creatively.

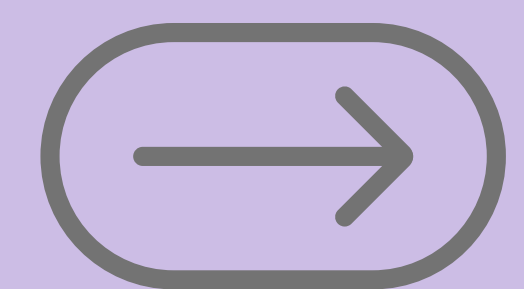


“ Learning Museum

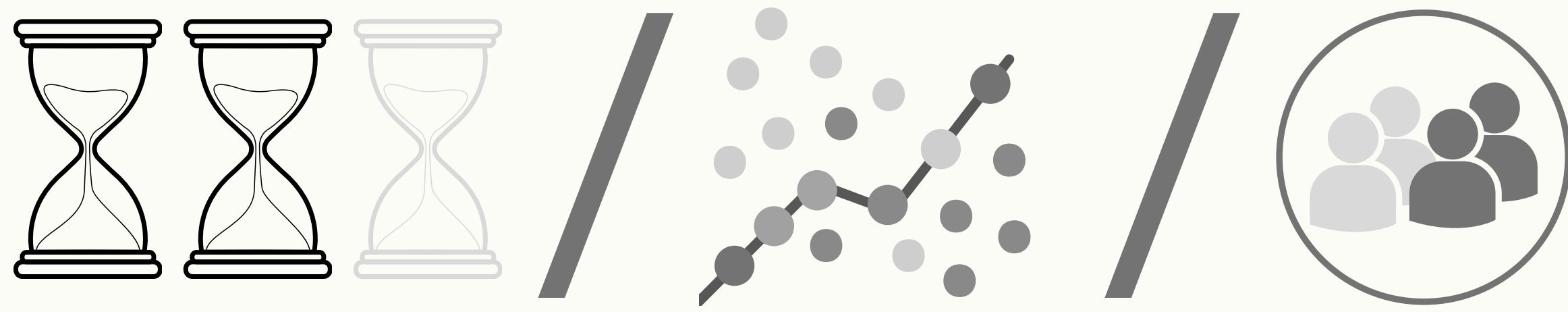
—The Learning Museum was a refreshing invitation to share my vision and think ahead into the future of learning.

The personal conversations with the facilitators helped me a lot to feel free and think way outside the box.

Watch an example

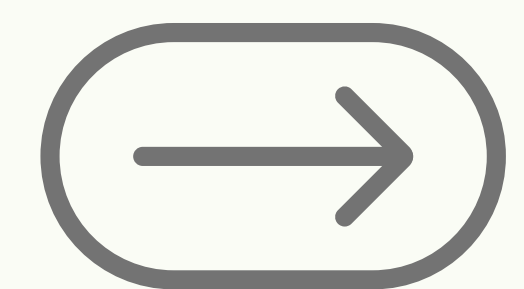


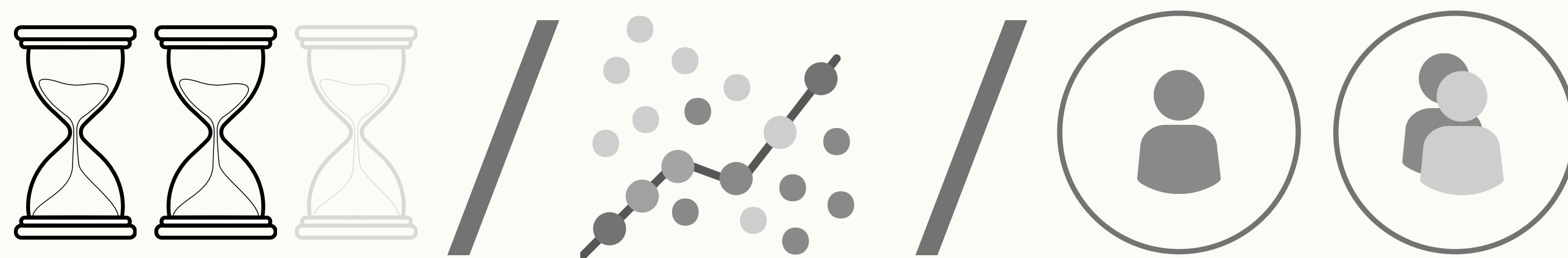
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Learning Quest

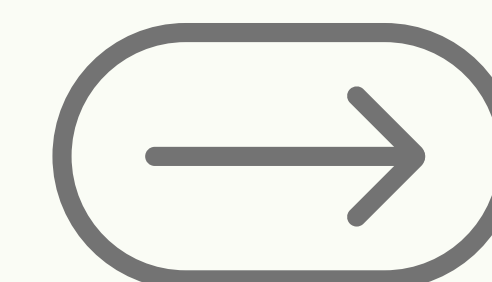
An interactive, gamified journey where participants complete tasks, challenges, and reflections to acquire new skills or knowledge in a fun and engaging way.





Learn-a-thon

A peer-to-peer learning experience where participants share knowledge on various topics, offering bite-sized, personal insights and frameworks, fostering collaborative exploration.

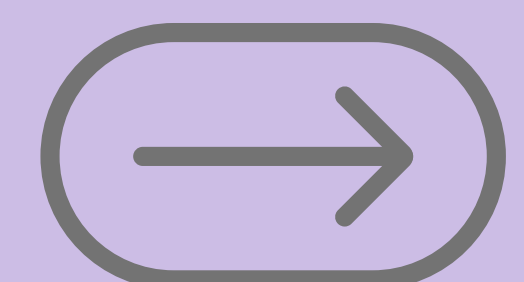


““ Learn-a-thon

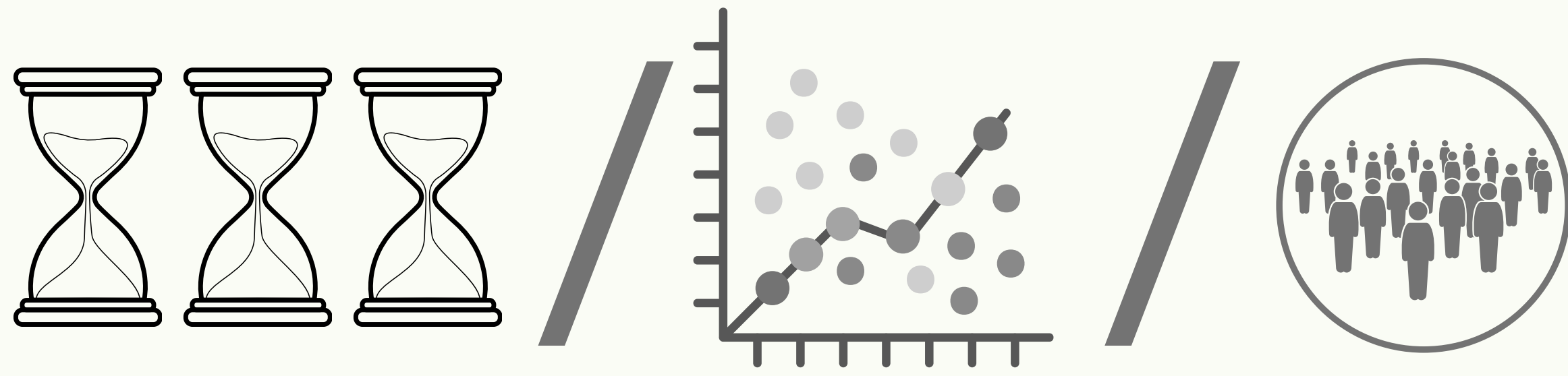
—That was amazing! I loved participating, thanks for listening with so much care and posing the right questions at the end! It felt energizing!!

—This was awesome! It was such a hype to be able to nerd alongside you. And such a beautiful initiative. Thank you for this opportunity and for such a beautiful heart to heart chat.

See an example

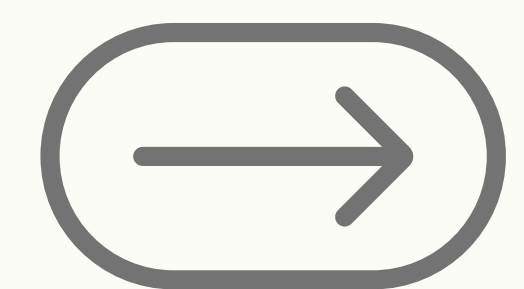


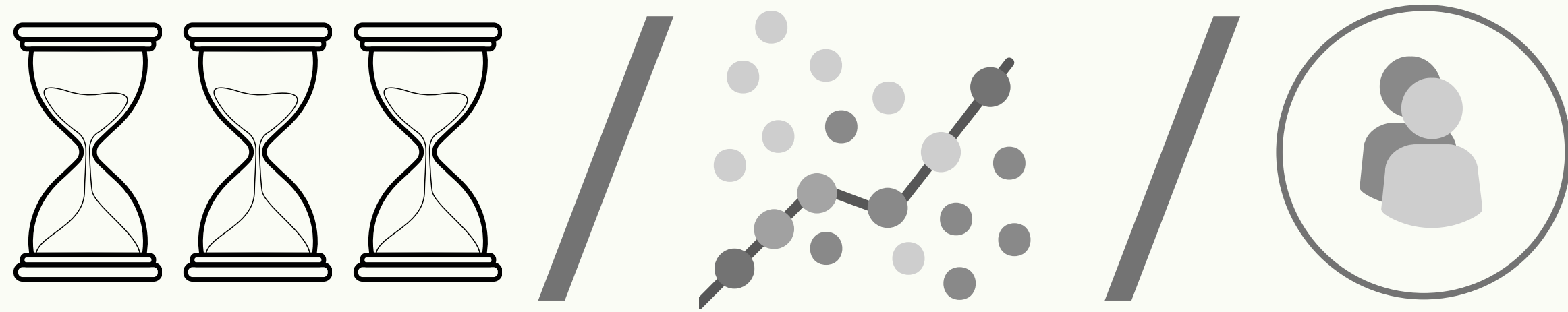
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Internal Podcast

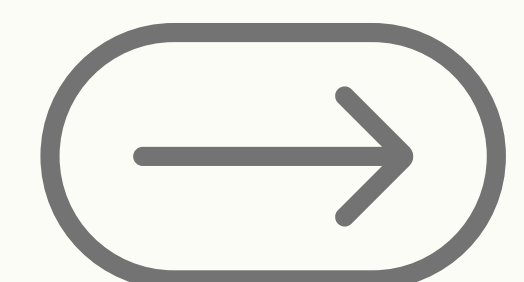
An audio series designed to connect employees, offering valuable insights, company updates, stories, and expert interviews that foster a sense of community and shared learning within the organization.

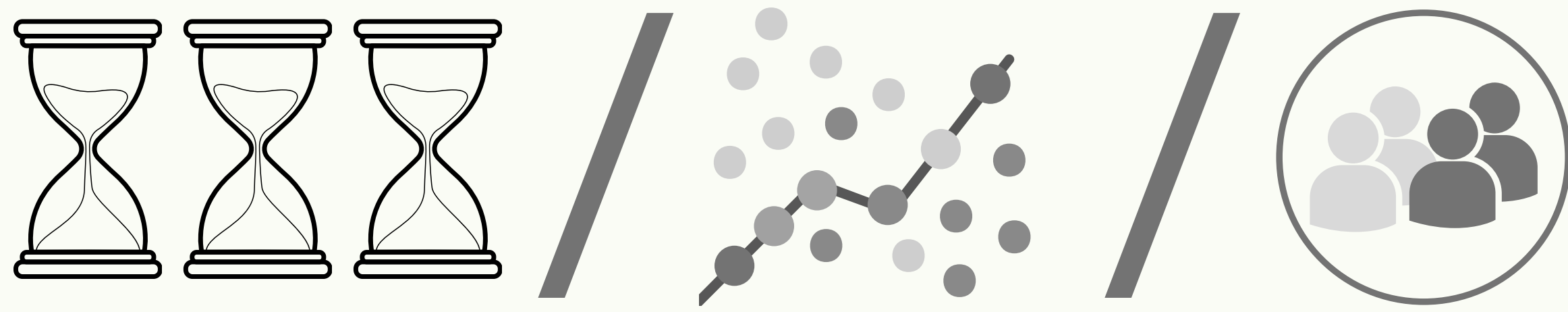




Reverse Mentoring Program

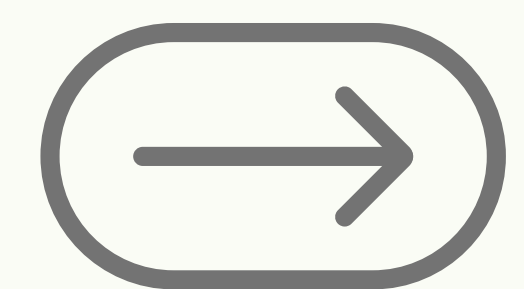
Pairs a senior leader with a younger or less experienced colleague to exchange insights, with the mentor learning from the mentee's fresh perspectives, experiences, and expertise.





Skill Sprint

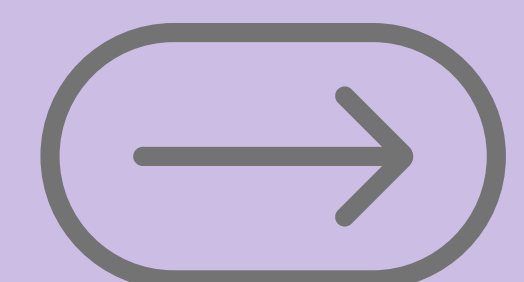
An intensive, time-limited learning experience where colleagues focus on rapidly developing a specific skill through practice, feedback, and reflection.



**Have you designed your experience,
and would like practical ideas on how
to make it more interactive, immersive
and participatory?**

I offer a 1.5h design garage session you
can book anytime, during which we will
brainstorm ideas to elevate the
experience.

Book a Design
Garage Session



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Are you looking for someone to help you conceptualise the experience from scratch, or someone to help you facilitate some of these formats?

Drop me a message on LinkedIn and let's talk!

I am working with a creative team of facilitators and consultants that can support your initiative, no matter how big and bold it is.

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