



The diagram features a central grey circle on the left containing the text 'High-Performance Learning Journey Framework'. To its right, a vertical line of seven red circles is connected by a thin grey line. Each red circle is positioned to the left of a horizontal white box with a thin black border. Each box contains a bolded title and a bulleted list of details. The titles are: Alignment, Efficiency, Escalating practice tryouts, Job Integration, Active Learning, Feedback, and Choice. The boxes are arranged vertically from top to bottom, corresponding to the red circles.

High-Performance Learning Journey Framework

Alignment

- Clear lineage to a performance goal valued by the employee and their department

Efficiency

- Requiring the least possible time and energy from the employee needed to achieve their performance goals

Escalating practice tryouts

- Incremental skill practice-with-feedback activities proceeding from low-risk and safe settings to more challenging scenarios to establish confidence applying skills on-the-job

Job Integration

- Creating a comfortable 'fit' with the employee's job conditions embedding practice activities into normal work routines; minimizing learning disruptions while maximizing learning opportunities

Active Learning

- Engaging with others in a variety of activities to support learning through formal and informal OJT interactions

Feedback

- Multiple, iterative cycles of practice with feedback followed by reflection with 'just enough' time devoted to theoretical and knowledge content

Choice

- Employees choose their Career Development Path based on interest, motivation, business unit opportunities

