

Synergy of Lifelong Learning

by Rudi Page

Introduction & context

For the past 21 years I have been responsible for initiating and directing projects and programmes which focus on the aspirations and social, cultural, healthcare and economic development needs of UK African Caribbean communities. This has been done from a private sector perspective, recognising that social needs, cultural needs and economics goals are the driving forces for successful implementation of such programmes. The ultimate aim has always been to integrate and access the mainstream provision and market opportunities.



This transnational experience across private, public and not-for-profit sectors, has enabled me to provide a pathway of cultural understanding amongst the whole community.

At Statecraft Consulting, we advise major institutions and companies on strategic and operational diversity management performance, utilising the key principles of access, communication and engagement. This tried and tested methodology embraces the complex issues of diversity, bridging the gaps and enabling the process of policy implementation and effective programme delivery.

The synergy of lifelong learning makes effective connections between workforce development and management practice. Commerce, culture, technology, health promotion, enterprise learning and business support services are connected by the transforming forces of intellectual capital, peer experience and competitive practice.

Engagement

The "separate and complementary" strategy recognises the priorities for individual stakeholders and creates the environment to achieve common understanding and so achieve objectives.

The Protocol Framework recognises the primacy of cultural knowledge and the insights of practitioners to facilitate and engage networks of diverse communities, cultures and interests. It has been developed through the integration of research, policy and implementation.

The infrastructure is a series of programmes and cohesive networking with integrated principles of access, communication and engagement. The resulting connections stakeholders enable different constituents to become knowledgeable and competitive. The programmes are designed to enhance entrepreneurship, encourage learning and to develop management skills.

New Learning Model

The CAP new learning model is a flexible virtual architecture that provides a comprehensive range of inter-related programmes that seamlessly integrate into the complex structures of communities and their institutions.

This innovation in the Corporate Academy concept is a management development tool that captures the dynamics of cultural synergy and translates self-directed learning towards improving human potential and services.

This new learning model has taken well-established private sector practices, such as collaboration, competitiveness and entrepreneurship, and applied them across public, private and not-for-profit sector organisations and diverse occupational groups.

To achieve objectives and outcomes for stakeholders, the instruments of implementation are: (1) themed stakeholder workshops, (2) research-into-practice seminars and (3) "Good Practice Forums" for practitioners. This provides the structured means of communication to (a) influence actions and attitudes and (b) challenge views and create new understanding, related to leadership, teamwork and service delivery. Audit, evaluation and review tools have been designed to ensure consistency and standards.

Humanised Services

The project uses the new and evolving concept of 'Humanised Services', which has arisen from the research and practice on key areas of human self-identification: age, disability, gender, faith & belief, language, nationality, race & ethnicity and sexual orientation.

Conclusion

The synergy of life-long learning translates diversity issues into positive action and infuses creativity into the whole process of providing for the social, cultural, healthcare and economic needs of Local Communities. Acknowledging the centrality of 'Humanised Services' is integral to long-term, sustainable economic performance, with its focus on (1) improving the productive capacity of individuals and (2) the capability of organisations to meet the aspirations of all stakeholders.

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