

Implementing PESOS

The step by step approach to a pilot for implementing PESOS and tying that up with 70:20:10

Step 1: Creating content, or revamping content to design an observation sheet for behaviours expected as well as a feedback form designed to capture actionables at Level 2A of the Kirkpatrick Model

Step 2: Validating the content or sensitising the L+1 by first sending them the content with the newly designed sheets

Step 3: Doing a one hour skype/ concall / class rom. The session stresses on the role of the L +1 AFTER the training is over and takes them through a process of performance coaching.

Step 4: Conducting the actual training on the topic. Depending on the subject, its depth etc, the modules would be designed to cater to the specific competencies at an action level rather than just a learning level. The training session would end with the participants creating an action plan to implement the learning.

Step 5: Sharing the action plan. The facilitator will share the action plan with L+1 as well as the sponsor group (L&D, HR) along with a brief write up on what is expected from each of the role holders.

Step 6: After three months, L+1 should fill up the observation sheet meticulously, which means that they should have, during these three months, observed the relevant behaviours. The L+1 should use the three months to regularly observe the relevant behaviour and not do this as a ritual at the end of three months.

Step 7: After filling up the sheet, the L+1 should have a feedback session with the learner and share his observations. The session should end with the learner creating another three month action plan. The plan should repeat all that went well and have a set of new actions to improve that did not go well.

Step 8: Step 6 & 7 should be repeated after another three months. It is guaranteed that if this method is followed, then the relevant behaviours would have changed positively.