

Lifelong learning at Scottish Power

The Scottish Power Learning system adopts a similar approach to personal development. Companies in general have an economic interest in fostering the habit of learning in their people in order to remain competitive in the marketplace and Scottish Power is no exception. Its Personal development plan starts thus

Taking charge of your own development is all about knowing who you are, where you want to go and how you're going to get there. It sounds simple but more often than not, people don't know where to start. As a result personal development is often left to chance and nothing much is achieved.

The resultant plan is a mixture of audit and personal learning plan, following a similar progression from guided self-analysis, through self-realisation to the elaboration of a plan for each individual. Like the process described above it recognises that learning covers many aspects of life and the questions and exercises it recommends are wide-ranging. For example under the heading of combining life inside and outside of work, it asks the respondent to assess the importance of different values to him/herself viz

**Geographic location
Helping others
Job security
Being well paid
Family Life
Achieving status
Meeting Challenges
Learning New Things
Leisure and recreational pursuits
Being seen as an expert
Working in a team
Improving efficiency
Making a contribution to society
Influencing people
Being methodical
Making things happen
Wanting people to think your work is important
Community Activities
Religious/Spiritual Activities
Being creative and innovative
Positive working environment
Delivering quality and value to customers
Freedom from stress
Family happiness**

An full and eclectic list which challenges the individual to think hard over many aspects of his/her personal approach to life as well as career.

The development plan encourages a personal SWOT (strengths, weaknesses, opportunities, threats) analysis and continues by helping the respondent develop a personal action plan incorporating work and personal objectives. Guidance is given on the many learning methods and opportunities available and how to monitor the plan once started. Learners are encouraged to use mentors and guides in order to help overcome the obstacles that may arise.

Although the results of this are geared more to a work and career situation, such a thorough and wide-ranging set of exercises can also have beneficial effects on the full range of personal development.

The tools and techniques described in this chapter are not just useful for developing lifelong learning values and attitudes, but can also be instrumental in helping many people to come to terms with the extent of their own enormous potential. They will be increasingly be used in family and community environments as well as business and industry.