



Improva Corporate Academy



Adult learning, *andragogy*, is different than the practice of teaching children, *pedagogy*.

In 1980 Malcolm Knowles introduced the seven principles of adult learning.

Once applied, adult learning theories can positively impact adult learning experiences, thus increasing performance.

Our two-time ATD and one-time Stevie Gold awarded approach creates increased business performance, boosted employee motivation and decreased turnover.

Organization and needs-based tailor-made design help to establish the company culture and increase communication and synergy among the participants.

You can measure the improvement of the individuals, their performance and thus the efficiency of the investment.

An example of Improva Corporate Academy, distributed over a year, is shown below:

Tailored for your needs, therefore *unique*.

Measured before, during and after.

Some of the tools used:

- Blended & Reverse Learning,
- On the job activities and projects,
- Book and Movie clubs,
- Fire-side chats,
- Mentoring & Coaching,
- Presentations

