

Orientation: show expectations and HOW they will transition to solo

Be specific about the actions - not just do more workshops but WHAT to do inside the workshop/focus on

Set context for a supportive environment, space to grow

Board or waitlist where people can put their names down for performance reviews

High impact

Google drive for resources and links organised by skills

Supportive resource guide for training / every 2 weeks

Reach internal video channel for resources accordingly to specific skill

Culture: Safe environment for growth / wellbeing / support

Silent Observer with them when conducting workshops as safety measure and build confidence

Scheduled support group for solo transition

Train the FACs/SNRs (whoever is giving PRs) on how to assess people = align understanding

Individual development plans for solo transition

Skill cards

Online Calendar for scheduling feedback from people - showing availability is important > People show availabilities and others can book in [calendy]

Open workshop roster monthly with details on what skill each workshop can help develop - FIT/FACs sign up

Conduct sessions with managers to discuss skills they want to work on and help schedule workshops around this



Start here



Do next

Low effort/
expense

L&D to keep a tracker (table) on many workshops allocated to people to ensure that they are giving even distribution

High effort/
expense

Avoid



Low impact

