**Learning from others: Near the job (20%)**

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| This is sometimes referred to as ‘Social Learning’. It’s about how we share our knowledge and experiences with others and also how we learn from them. There are many ways to do this, for example coaching and mentoring. |
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| **Examples:** * Being mentored by a more experienced colleague can be a really effective method of development. A mentor can pass on knowledge, experience and open doors to otherwise out-of-reach opportunities. [More information.](https://blogs.shu.ac.uk/hallammentoring)
* A coach can help you solve problems, achieve specific goals, and unlock your potential. [More information.](https://blogs.shu.ac.uk/hallamleaders/coaching-pools)
* **Networking** is one of the most effective ways to "learn from others" as it is a massive opportunity for knowledge sharing. Some programmes which provide the opportunity to network are:
* [Professional Services Development Programme](https://portal.shu.ac.uk/departments/HRD/development/Pages/Professional-Services-Development-Programme.aspx)
* [Hallam Leaders' Community](https://blogs.shu.ac.uk/hallamleaders/hallam-leaders-community)
* [Hallam Leaders' Programme](https://blogs.shu.ac.uk/hallamleaders/hallam-leaders-programme)
* [External Networking and Events](https://blogs.shu.ac.uk/hallamleaders/external-networking-secondments-and-events)
* Represent your group at a central meeting or act as a liaison point for your team. This gives you the chance to meet different stakeholders from across the university.
* "Random coffee at SHU": Colleagues from across the university are paired up at random each month to meet for a coffee (or another drink) and a chat. The idea is that this will get us connected with people we wouldn't necessarily meet through our day to day roles, helping us to make connections and to understand more about our colleagues and the different areas of the university. [More information](https://docs.google.com/forms/d/e/1FAIpQLScdZQuEx-7RjsG37PelLtxLlmkmAFD9N4Cwg0ZEy9Pu9CTU6Q/viewform).
* Form a book club: This is where a group of employees voluntarily read the same book e.g. self-help book or a downloadable guide. Combine the book reading with regular discussions to chat about development and share thoughts and ideas with others.
* Volunteer: Look out for opportunities to help out with university-wide events as this will give you the chance to meet and work alongside other colleagues e.g. clearing, graduation, open-days, university mental health day etc. More ideas are available on the ["Give" page](https://portal.shu.ac.uk/departments/WellBeing/Pages/Give.aspx) of the staff wellbeing site.
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