

Learning for life

Learning for life The language of what's fashionable in learning changes from year to year, and with it, the ebb and flow of course design. Standing rock solid in this sea of words is an approach to learning that is anchored in best practice, flexibility, effectiveness and grounded in the reasons that we're in business – to help our delegates learn to live smarter lives so that their organisations perform better. Our learning technologies include:

- Action learning
- Coaching and counselling
- E-learning
- Experiential learning
- Facilitation
- Guided visualisation
- Presentation
- Small group work
- Reflection

- Meditation We use experiential learning to focus responsibility for outcomes squarely on the shoulders of the people who produce them - the delegates who are involved in the learning experience. When participants 'learn by doing', learning memories are much stronger and easier to recall, helping to ensure transfer of learning to the work place. We like the saying: 'I hear and I forget, I see and I remember, I do and I understand'. Beginning with the end in mind, Pembroke design their programmes to help delegates, their teams and sponsoring organisations achieve clearly defined objectives. With clear objectives in mind, we develop deep and powerful experiences that help learners connect to values and life and work choices with the concrete actions that reinforce the future they seek to create. Action learning helps participants to learn how their own behaviour either contributes or inhibits achieving the desired outcome with a reflective process that encourages links to be drawn from the learning experience to challenges and opportunities in the workplace. Pembroke's programmes provide the space and support for participants to identify changes in behaviour that will make a positive difference to them as individuals and the organisation. Whichever style of learning is used, we try to make it relevant, informative, and enjoyable. Many of the interventions based at our own hotel in St Davids take advantage of the beautiful Pembrokeshire coastline. We use the outdoors to inspire, engage and bring learning to life rather than as a medium for physical challenge – not that we're averse to this; delegates who want to explore their limits can run or ride with us before work, or come back to play with the team at TYF Adventure