Driven by big and global developments and specifically in supply chain management, continuous learning should be seen as a continuous process. Since each individual and organisation is unique, developing and implementing effective learning programs is challenging. Supply Chain Movement and consultancy Involvation have therefore developed a mind map for supply chain learning, including a practical roadmap and warning signs.

---

**Supply Chain Mindmapping**

**Mind Map for continuous Supply Chain Learning**

---

**Creators mind maps:**

**VICA world**

---

**Plan:**

- **Learning by doing:**
  - High Impact Learning
  - Learning experiences
  - Learning tasks

- **Feedback:**
  - Feedback implementation
  - Feedback evaluation
  - Feedback validation

- **Implementation:**
  - Program development
  - Program evaluation

---

**Act:**

- **Learning objectives:**
  - SMART
  - 70:20:10
  - 1:1

- **Roles & responsibilities:**
  - Individual
  - Training facilitators
  - Classroom instructors

- **Content:**
  - Learning
  - Performance

---

**Check:**

- **Evaluation:**
  - Program evaluation
  - Project evaluation

- **Improvement & Development:**
  - Program development
  - Program evaluation

---

**Trends:**

- **Why Learning?**
  - Value for employees
  - Value for companies

- **Plan:**
  - Learning objectives
  - Learning tasks

- **Act:**
  - Learning evaluation
  - Program evaluation

- **Check:**
  - Program evaluation
  - Project evaluation

---

**Why Learning?**

- Value for employees
- Value for companies

---

**Plan:**

- Learning objectives
- Learning tasks

---

**Act:**

- Learning evaluation
- Program evaluation

---

**Check:**

- Program evaluation
- Project evaluation

---

**MINDMAP MANUAL**

The Supply Chain Mindmapping is the presented in VICA: volatile, uncertain, complex and ambiguous. This rapidly changing and uncertain world is forcing companies to work and learn differently. The workplace is also changing considerably due to the rise of mobile devices, smartphones, tablets, etc., social media and the increased blending of work and private lives. Additionally, there is an increasing trend towards ‘gamification’, applying games not only for recreational but also for professional purposes. Finally, since the competition of the working population is changing rapidly, companies need to set high standards for training and continuous learning. Plan

Who should employees actually learn? For their own development or that of the company? The realization and the potential blockages to learn can differ per person. For the various business functions, learning requirements vary as well. Human Resources sees education and learning as a part of the whole “life cycle” of an employee during his/her career, whereby the costs and benefits of learning are essential. Looking at learning and development from different angles is essential for developing and realizing specific learning paths. Do

The design of a good learning program starts with a clear definition of the learning objectives. Depending on the subject area and the individual preferences and learning styles. Learning methods differ in reach and intensity. Research and experience show that blended learning has the future seventy percent is learned in the workplace, twenty percent is learned from colleagues and ten percent of learning happens in a formal learning environment. When someone experiences and recognizes something, he/she will remember it. However, to give informal and on the job learning a chance, it will have to be supported. Check

This ultimate goal is to implement an effective and tailored learning program, in order to reach the defined learning objectives. Question is what the best learning intervention is to do? A training, a learning program, a consultancy or coaching? For high impact learning, tools, structure and feedback are required. Involvement desisons special attention, in order to ensure that employees actually participate in the learning program. Measuring progress in the learning process ensures that the program has been started and desired results with the employees in their daily work. Act