OUR OFFERS

The EmployID consultancy network consists of experienced trainers, consultants, and researchers who have collaborated as part of a four years' project to help organisatios such as public employment services in facilitating their employees' professional identity transformation.

To facilitate you in supporting employee's transformation processes, we offer a variety or services and products:

- **Free online course** on the Changing World of Work and Identity Transformation

- **Exploration Workshop**: to explore particular needs and most promising areas of support

- **Facilitate developing your own Social Online Courses**, tailored to the needs of the individual organisatio, including pedagogy, moderation techniques, platform, and contribution of content

- **Social Learning Programme as a service**: ready-to-use social online course and platform for quick start

- **Consulting on developing social learning solutions**, such as community platforms

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Employ ID
Consultancy
Network

EMPOWERING TO SHAPE CHANGE

PROFESSIONAL IDENTITY TRANSFORMATION

www.employid.eu

Shaping change instead of being driven by change

The world of work is undergoing fundamental transformations. Bringing employees into the position of shaping change instead of merely reacting is one of the key challenges lifelong learning as well as learning & development faces.

Identity Transformation as Deeper Learning

A neglected, but crucial aspect here is the employees' professional identity, which is a key factor developing resilience in a world characterized by uncertainty. It empowers individuals, and determines motivation and openness to new developments – and overcomes obstructionism and frustration often associated with change processes.

But helping individuals to transform the identity requires new approaches to learning which target at "deeper learning" and which puts the autonomy of the learner and conversations between them to the center.
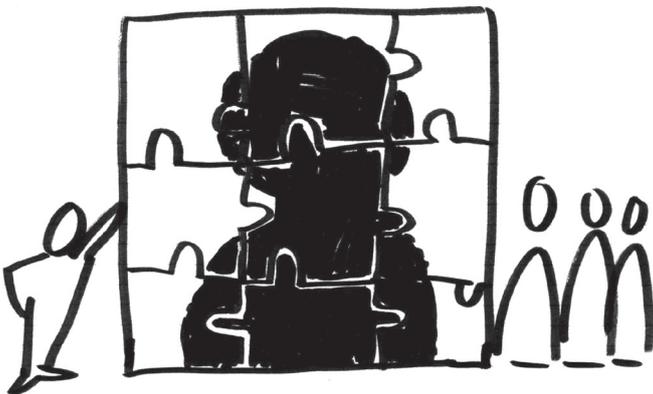
I feel less able to influence things and I am only receiving orders on which kind of training I should provide. I used to perceive myself as an expert on public business services and PES for employers but now I feel my knowledge is thinning.
Participant of the EmployID MOOC

During 16 years I have worked with various different managers. Each manager identified change for me, I had to adapt and change my process of doing my work / duties as each worked different ways and had very different visions of what my role entailed / involved. I had to adapt and change. Identity is not only how we see ourselves but it is also how others see us.
Participant of the EmployID MOOC

Room for Stories: The role of Narratives

Identities are often communicated and developed using stories: stories we tell about our jobs and ourselves, and stories others tell about us. But today's workplaces often don't give opportunities for exchanging narratives. But they are particularly helping in uncovering experiential and affective components, which are hidden success factors and barriers.

New Tools for Learning & Development

For Learning & Development thinks creates new annd more efficient ways of addressing the changing neds and increasing pressures.

- Move away from face-to-face training towards engaging social online courses to stimulate reflection and mutual support between participants
- Create and foster community spaces for developing narratives, exchange experiences horizontally and vertically, and build better professional networks

This can be achieved through cost-effective solutions that have been successfully used in several organisatios.