



Caplor ONLINE
 THE FLYER OF THE PROGRAMME
 STRENGTHENING OF EFFECTIVENESS
 LEADING CHANGE
 Caplor Papers ONLINE
 The VOYAGE

Caplor House
 CARDS ONLINE
 REPORT OUT & DIGITAL

6 Senses of Teamwork
 CULTURE
 TOOLS & PROFILES
 ONLINE

TRANSLATING OUR WORK ONLINE
 HUGE OPPORTUNITY FOR GLOBAL ACCESS

LESSONS
 GOOD PREP TAKE BREAKS
 CAMERAS ON!
 BREAK OUT!
 PERSON IN PERSON
 SUBSEQUENT VIRTUAL WITH
 100 People
 2 weeks Redesigning the Programme to Virtual
 CHICAGO - BANGKOK
 MORE OPPORTUNITIES TO WORK WITH A GLOBAL & CONNECTED AUDIENCE
 Lower CARBON FOOTPRINT
 LESS TRAVEL TIME
 QUALITY OF CONVERSATIONS & RELATIONSHIPS
 ZOOM FATIGUE
 COLOURBLIND ONLINE

emERGENT
 THINKING & LEARNING
 HOW IS LEARNING BEING AFFECTED?
 MATERIALS APPROACH, EXPERIENTIAL EXERCISES & ADAPTATIONS
 VIRTUAL & ONLINE DEVELOPMENT

"DO THE BEST YOU CAN UNTIL YOU KNOW BETTER, THEN WHEN YOU KNOW BETTER, DO BETTER"
 MAYA ANGELOU

HUGE UNCERTAINTY & UNREST
 HERE TO STAY!
 SO NOW IS THE TIME TO DEVELOP SKILLS
 THANK YOU TO THE TEAM FOR THE WEBINAR SERIES
 AWARE OF THE UNREST BOTH POLITICAL & SOCIO-ECONOMIC

RECONNECT & SHARE
 LESSONS FROM THE LOCKDOWN
 SHARE EXPERIENCES
 COLLATE LESSONS LEARNED
 NEW APPROACHES



DESIGN & DELIVERY GROUP

CaplorHorizons

THE COMMITMENT: COMMUNITY ENGAGEMENT BUT

30 ORGS
How can we now re-engage

STRATEGY DEVELOPMENT WORK
2x as HARD & move @ 1/2 THE speed...

RIGOROUS STRUCTURE

ONLINE MUCH MORE DIRECTIVE



Pause

CHANGING THE REDUCED PROGRESS OF THE ONLINE

Parallel

CHAT TO COMPLEMENT

QUANTUM LEAP IN ONLINE PROGRESS

ENVIRONMENT MORE PEOPLE COMING TO ONLINE SESSIONS

LEARNING PROCESSES & ACCELERATING LEARNING

APER BOAT TEAM

PEOPLE BEING VERY SUPPORTIVE GIVEN THE CURRENT CLIMATE

LESSONS FROM THE LOCKDOWN

How can we look at this as a report

ADDITIONAL 400 MILLION PEOPLE ENTERING DIGITAL POVERTY IN INDIA BECAUSE OF COVID

A WHOLE NEW WORLD OF VOICES ARE NOW BEING HEARD

CHALLENGES: LOOK AT EXPRESSIONS

TAMIL NADU

BEING MORE AWARE OF EMOTIONAL READINESS

REMOVE BARRIERS WITH ONLINE CLASSES (DESPITE PERCEPTION THAT IT'S INFERIOR TO IN PERSON)

IMPROVED ENGAGEMENT w/ YOUTH

VIDEO CLIPS & WHITEBOARDS TO HELP ENGAGEMENT



MULTIPLE FACILITATORS TO DIVIDE & CONQUER

Set Expectations & MINIMISE CONCERNS

NEED TO FOLLOW UP CAREFULLY (1:1 AFTER) CHAT NEEDS TO BE TARGETED VIDEO IS A CHALLENGE

ARE WE TAKING PEOPLE ON THE JOURNEY? Face Risk of GOING TO FAST & TRYING TOO MUCH

VIRTUAL IS DIFFERENT

REMEMBER WE ARE ON THE

EXPERIENTIAL LEARNING MODULES

BUT CHANCE TO BE A PARTICIPANT

OBSERVER ON ONLINE DELIVERY

1:1 MINI WALKROUND & PERSPECTIVE OF WORK SPACES

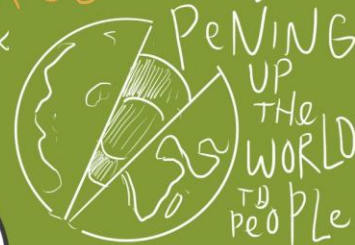
UNCONSCIOUS BIAS

BIG THEMES:

How do we FULLY engage WITH PEOPLE?

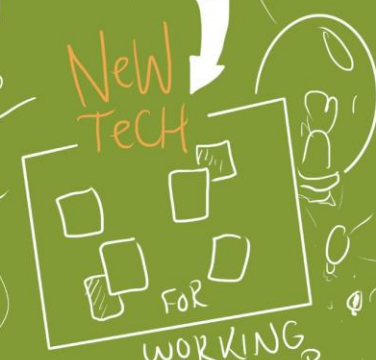
DEMOCRATISING THE PROCESS

How do you MAINTAIN & CONTROL



1 WORD TO engage everyone

Twice as HARD FOR HALF THE OUTPUT



MULTIPLE FACILITATORS



WONDERFUL TO SHARE IDEAS & LEARN FROM EACH OTHER