## CCS Category

### Staying Relevant

### Learning Agility

### CCS Description

Deploy different learning approaches which enable continuous learning across different contexts to drive self-development and the achievement of long-term career goals

### CCS Proficiency Description

<table>
<thead>
<tr>
<th>CCS Proficiency Description</th>
<th>Basic</th>
<th>Intermediate</th>
<th>Advanced</th>
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</thead>
<tbody>
<tr>
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<td>CCS-LGA-B001-1</td>
<td>CCS-LGA-I001-1</td>
<td>CCS-LGA-A001-1</td>
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<tr>
<td>Identify opportunities and targets for learning to facilitate continuous career development</td>
<td>Deploy various learning approaches in different settings to maximise opportunities for learning and self-reflection and measure their impact on the achievement of career goals</td>
<td>Establish an organisational culture of continuous learning to encourage the adoption of new learning approaches and identification of new learning opportunities</td>
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### Knowledge

- Goal-setting techniques
- Career planning techniques
- Methods to gather feedback about own performance from others
- Questioning techniques
- Types of feedback channels
- Types of learning preferences
- Types of learning modes
- Techniques to structure learning approaches
- Career management strategies
- Coaching and mentoring techniques
- Experimentation techniques
- Self-directed learning techniques
- Self-reflection techniques
- Strategies to measure impact of learning outcomes
- Types of learning and development pathways
- Techniques to apply learning outcomes
- Best practices in learning and development
- Career development strategies
- Emerging learning trends, approaches and theories
- Methods to tailor learning approaches
- Methods to overcome learning obstacles
- Purposes of learning goals
- Strategies to evaluate learning effectiveness

### Abilities

- Collect feedback from internal and external sources on own career and learning development
- Identify areas of strengths and development needs by internalising experiences, feedback and knowledge acquired
- Set learning goals in line with development needs, interest areas and career plans
- Record previous learning experiences in order to identify own learning preferences
- Review different learning modes to identify suitable systematic learning approaches which meet own development needs
- Use appropriate questioning techniques in different settings to acquire new skills and knowledge
- Document own progress against learning goals
- Communicate the importance of knowledge sharing and feedback to team members
- Design personal learning and development pathways which maximise learning opportunities across multiple contexts, modes and content areas
- Evaluate learning goals to determine potential opportunities for collaborative learning or exchange of knowledge and skills with other stakeholders
- Prioritise opportunities to apply new knowledge or skills across multiple different work areas or disciplines
- Integrate mentoring or reverse mentoring approaches to enable continuous self-reflection and feedback sharing
- Identify learning opportunities which can support the development of team members
- Implement different learning approaches to test strengths and weaknesses of different approaches for own learning goals
- Analyse effectiveness and impact of learning on work performance and development against defined criteria
- Measure progress against learning goals to identify potential stretch targets or adjustments to be made to learning approaches
- Champion the importance of self-reflection and development to foster a culture of continuous learning across the organisation
- Formulate long-term career development strategies to determine priority learning goals and opportunities
- Define criteria to evaluate learning approaches for diverse development needs
- Evaluate causes of learning obstacles to recommend alternative approaches
- Lead the development and implementation of organisational learning initiatives
- Leverage organisation-wide networks to establish opportunities for cross-organisational learning exchanges and initiatives
- Spearhead the integration of mentoring approaches across the organisation
- Devise criteria to measure learning effectiveness and impact on work performance and development
- Assess emerging learning trends, approaches and theories to recommend improvements to learning approaches and initiatives