

L&D Comms Prototype

Introducing the Learning Framework to Org:

We are excited to introduce you to our new Buzz Learning & Development framework.



Why is this important?

We are committed to creating & curating content that is relevant to your success and to our agency's success. Learning & Development will focus on these three areas to develop relevant, engaging, & impactful content that builds confidence & competencies & elevates our business results.

We follow the [70-20-10 Development Model](#) because most learning occurs through OTJ experience & collaboration. Our formal sessions are designed to maximize your **four hours** of structured learning each quarter.

What can I expect?

Quarterly programming tied into values, competencies, & business goals. These will be rolled out in several different ways, utilizing SharePoint & other resources.

- **Live Workshops**
 - These will cover topics such as:
 - Giving & Receiving Actionable Brain-Friendly Feedback
 - Hosting & Preparing for Effective 1:1s
 - Active Listening
 - Time Management
 - Strategic Thinking
- Resources
 - Microlearnings
 - Gamified Learning (Escape Rooms, Maze Chases, NYTimes-Style Games, etc.)
 - [Lite Learning Site](#) (Asynchronous learning)

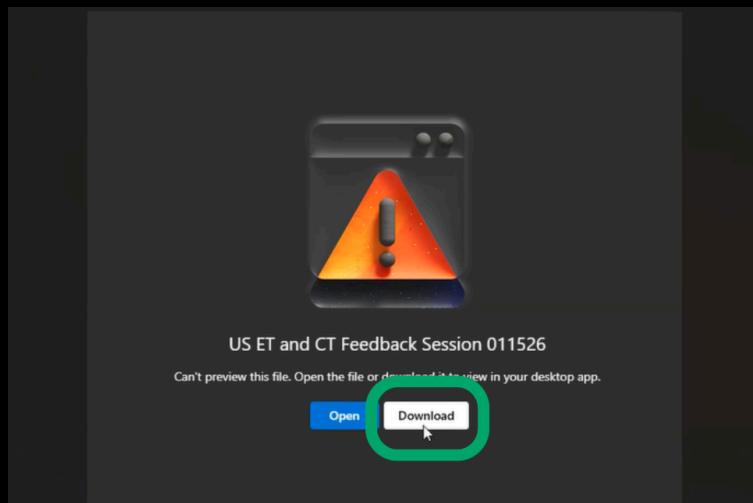
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What's changed for me?

We encourage you to attend our live sessions (they will not be recorded). It's a great opportunity to connect with others outside of your immediate team & build community globally. You'll learn, practice, & apply skills that help us communicate, collaborate, & work better together. When you see a topic of interest, let your leader know what you'd like to attend.

How to add these sessions to your calendar:

- See the [Q1 2025 Global Workshop Calendar](#)
- Click on the session(s) & timezones you are interested in.
 - When you click into the sessions, you'll see a screen that looks like an error message (see image below) > click "Download" to automatically add the session to your Google Calendar



Thank you!
Beth

Messaging for TEAMS:

The [Q1 2026 Learning & Development calendar](#) is live! 17

To help you make growth a priority, review the workshop schedule and add sessions of interest to your calendar today - this is the best way to protect time for *your* development. Topics include actionable feedback, active listening, time management, & more.

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Our program utilizes the [70-20-10 Model of Development](#): **70% of learning** comes from hands-on experience, **20% from learning with & from others**, and **10% from formal training** (4 hours/quarter). These sessions are just one part of a larger approach to your growth & development..

Follow the link to the [Q1 Workshop Calendar](#), pick your session(s) (by time zone), and hit "Download" to add them right to your calendar. If you see something you'd like to attend, let your supervisor know as well.

Let's Get Smarter Together in 2026!!