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Who am I?

*My expertise and passion center around understanding how people, teams, and organizations **develop new capabilities (learning) and distance from ineffective mindsets, habits, and routines (unlearning)**. For the last 17 years, I have been researching, training, advising, and coaching in various technology, medical, financial, commercial services, and manufacturing industries, worldwide. My mission is turning scientific research into practical insights for managers, teams, and organizations.*

- 17 years of training and researching
- Working and living in various countries and cultures: Europe, UK, Middle East
- Researching, training, advising, and coaching more than 40 companies

I have researched, trained, advised, and coached in/for/with:



My training, advisory, and coaching services help managers, teams and organizations ...



Discover new capabilities that they need to develop and ineffective mindsets, habits, and routines that they need to distance from;



Align their learning needs with their values, mission, and conditions;



Define effective and sustainable mechanisms for their (un)learning initiatives;



Plan the timing and pace of (un)learning that best suits their circumstances;



Develop a nurturing context where they can naturally learn and unlearn.



I offer my contributions via ...



Individual coaching
and advisory



Team-based coaching
and advisory



Training workshops



Action research

My special approach lies in integrating



research-based
advisory



practice-based
training



learning-oriented
coaching

To explore potential synergies, let's



SCHEDULE A DISCOVERY
SESSION



RUN AN IN-HOUSE
EXPLORATION WORKSHOP

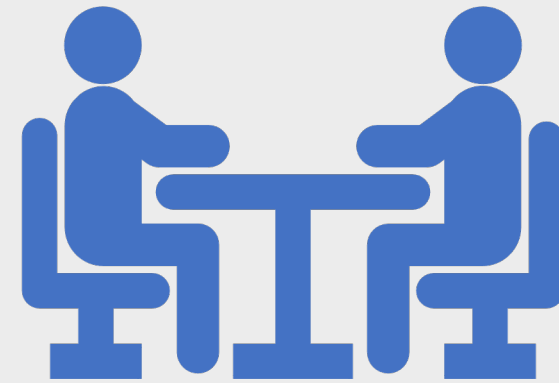


HAVE A CHALLENGE-ORIENTED
DISCUSSION (SEE NEXT SLIDES)

Examples of my contributions for **Managers and employees**

1. Learning for my work

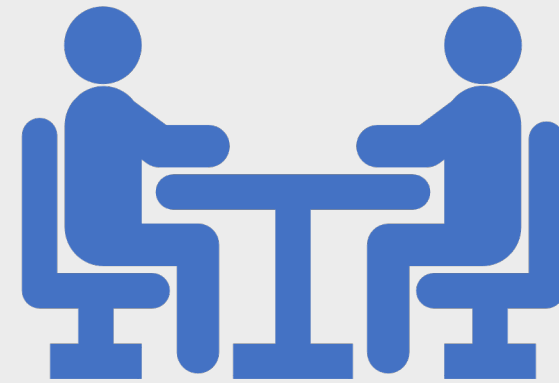
Working in an organization requires a balance between “performing” and “learning”. How to effectively engage in a natural learning process at work? How to identify and prioritize the learning needs for our work? How to make space and gain resources for learning, next to performing? How to create synergies between “learning” and “performing” at work?



Examples of my contributions for
Managers and employees

2. Learning for my career

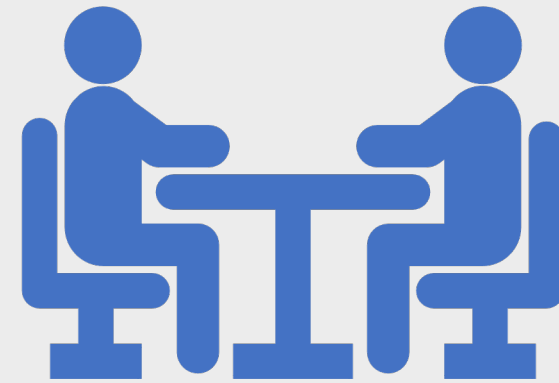
Our career often straddles many jobs and organizations. Next to learning for our current work, we also need to learn for our broader career. How to identify long-term career developments and define learning initiatives? How to align our work and our career learning? How to effectively learn during career transitions?



Examples of my contributions for
Managers and employees

3. Learning deep and broad

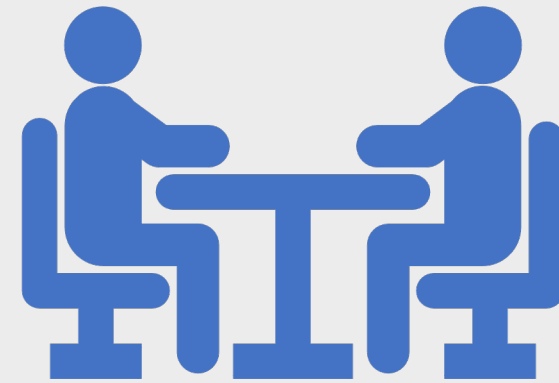
A common challenge for many of us is that we need to learn about a wide range of things; yet we also need to develop our deep, focal expertise. How to identify the core, focal areas of expertise and learn deeply in those areas? How to create an effective synergy between the wide range of complementary capabilities next to our core expertise?



Examples of my contributions for
Managers and employees

4. Learning fast and slow

Today, everything is changing so rapidly that we are demanded to learn fast! At the same time, we are also required to develop deep expertise and establish skills, which often require a slow process of learning. How to keep a right balance between fast and slow learning? How to adjust the learning pace with our learning needs, working conditions, and personal characteristics?



Examples of my contributions for **Teams**

5. Team-development learning

Especially in the early stage of team “formation”, learning is an essential process; yet tricky. How to bring the right composition of skills and capabilities into the team? How to align the various learning needs and learning styles of the team members? How to establish effective learning mechanisms while the team is engaged in day-to-day work? How to avoid learning blindness and expand the learning horizon of the team to learn from others and especially those whom we do not feel like learning from?!



Examples of my contributions for
Teams

6. Mastering critical feedback

Going beyond “pleasing interactions” is essential for engaging in effective learning. We learn mainly from critical feedback, feedback that invites us to change the status quo and engages us in new ways of thinking and working. How to learn the skills and nuances of seeking and giving critical feedback? How to deal with the emotional dynamics of critical feedback? How to institutionalize effective critical feedback as part of the working culture?



Examples of my contributions for **Organizations**

7. Formulating learning strategies

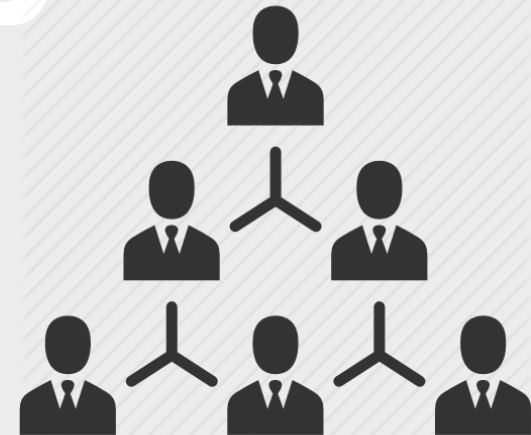
Organizations are living organisms, which need to continuously learn new capabilities and depart from obsolete mindsets and routines. This requires some strategic approach and wise decisions regarding what are the areas of expertise that the team needs to develop? What are the core capabilities that must be acquired? How to prioritize the various areas of knowledge and expertise and focus on the most crucial ones?



Examples of my contributions for
Organizations

8. Cultivating an effective (un)learning culture

Natural, effective learning does not sustain unless it is well supported by a learning culture. How to make learning and unlearning a natural and accepted part of the working culture? How to align organizational values and meanings with effective learning?



Examples of my contributions for **Organizations**

9. Learning in the M&A process and afterwards

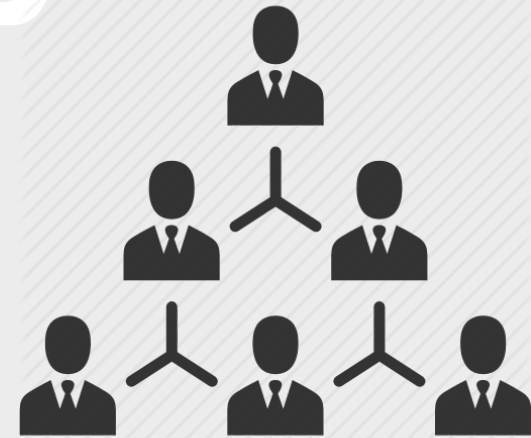
One of the hot moments for learning are the times of M&A. Organizations can both benefit from and miss a lot of learning opportunities during and after the M&A process. What are the key challenges for incorporating and integrating the acquired capabilities into the existing teams and departments? How to foster a natural learning process during the M&A process? How to avoid the knowledge fragmentation and knowledge destruction during and after M&A?



Examples of my contributions for
Organizations

10. Knowledge retention and accumulation

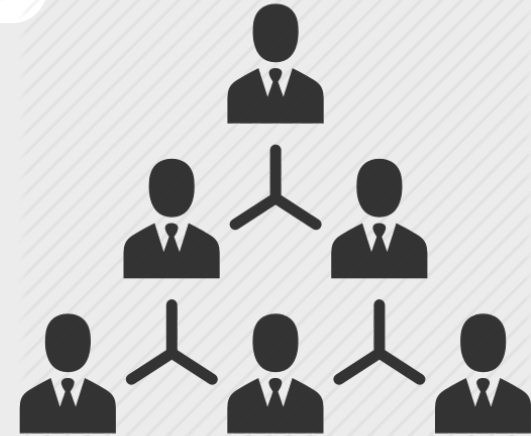
In today's volatile working contexts, the knowledge and skills that organizations and teams develop can easily evaporate and leak out. Employees leave, teams are frequently reconfigured, and organizations get restructured. How to ensure that the essential knowledge and capabilities can be retained and relearned effectively?



Examples of my contributions for
Organizations

11. Learning and unlearning during business model innovation

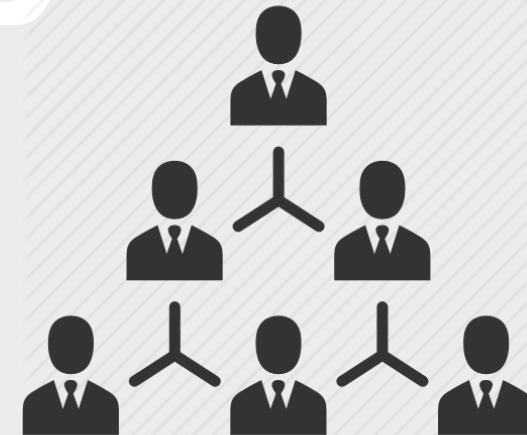
When introducing radical innovations, especially at the level of business model, organizations need to engage in effective (un)learning. How to ensure that relevant capabilities are properly retained and utilized during the business model innovation and the ineffective mindsets and routines do not hamper the innovation process?



Examples of my contributions for
Organizations

12. Learning from incidents, failures, and near-misses

When things do not go as expected, for our organization or other ones, it is time to learn! What are the effective ways of learning from incidents in a natural and organic way? What learning capabilities and mechanisms need to be developed for timely, systematic learning from incidents? How to overcome the learning pitfalls such as blame-game, superstitious learning, fragmented learning, and short-sighted learning? How to proactively learn by learning from others and learning from near-misses?



Examples of my contributions for
Organizations

13. Learning with clients and customers

Any implementation, service delivery, and development project requires learning new ideas and routines. How to set up the service delivery and implementation processes in such a way that supports a natural and systematic learning? How to engage in an effective, mutual feedback relationship with clients and customers? How to develop the capacities for absorbing the learning with clients for the other projects?

