

# ICLD's Pedagogical Profile

ICLD strives to facilitate an inclusive internal and external environment conducive to learning and development in its education, training and exercises. This profile is a guiding tool for ICLD staff, mentors and external lecturers to help assure a common pedagogical level. Furthermore, ICLD is continuously striving to become a learning organization itself: all values, processes and methods that ICLD promotes to others shall also be internally institutionalised.

## 1. We have clearly articulated learning objectives

The learning objectives reflect identified learning needs and help participants focus their efforts during trainings and workshops to effectively increase their knowledge and skills. The objectives also guide ICLD staff and mentors in their choice of content and methods to include in their trainings.

## 2. We are learner-centered and problem-based

ICLD acknowledges that experiential learning, i.e. direct exposure to an issue or problem rather than only information about it, leads to greater comprehension and retention. ICLD uses both proven and innovative methods to motivate and challenge learners in their learning.

## 3. We support participants' awareness of, and capacity to impact, their own organisation's structures, goals and values

Learning is enhanced when one is consciously reflecting on and assessing one's own organisation. ICLD-conducted training therefore includes forums and tools to support participants' awareness of their own organisation's structures, goals and values and how these can be changed. Reflective-based learning also promotes organizational metacognitive understanding, i.e. further insights on how organisations learn through a process of collaborative inquiry and reflection.

## 4. We support peer-to-peer learning

Peer learning is an effective, sound and result-oriented method where participants learn from and with one another. Peer learning allows a positive use of differences between participants, turning them into learning opportunities. ICLD encourages both cooperative learning (mutual peer interaction) and peer tutoring (directional peer interaction).

## 5. We always implement ICLD's core values

For ICLD, the four core values *equality, participation, transparency and accountability* are the cornerstones of positive local democratic development. These core values are reflected in practice throughout ICLD trainings and learning processes.