

## **Guided learning in the workplace: Five enterprises**

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### **Abstract**

This paper reports the finding of a study into the effectiveness of guided learning in the workplace. Selected guided learning strategies were identified and trialled in five workplaces over six month periods. Measures of the participants' workplace knowledge were secured prior to and on completion of these periods. Throughout these periods, regular critical incident interviews were conducted to determine linkages between the mentoring strategies and knowledge that had been learnt. The study found that when used these strategies had a positive development on the conceptual knowledge of the mentees. Moreover, key factors were identified which are can be used to organise and manage workplace mentoring. These include the preparation required by mentors and mentees, the tailoring of mentoring strategies to the particular workplace, and organisational requirements within the enterprise.