IT SUMMIT

One Team: Powering Technology Together

University of Arizona
Student Union Memorial Center Ballroom

Learning Together

How Cohort-Based Programs Build Stronger Teams

Presented by:
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Learning Outcomes

- Understand how cohort-based learning can have an impact
- Identify design elements that make a cohort psychologically safe and collaboration-focused (more than just a group activity)
- See how familiar tools — such as LinkedIn Learning, video platforms, shared workspaces — can architect community, not just deliver content
- A chance to apply the model to a real challenge in your own work

Human Resources

Let's Start With a Memory

A 60-Second Reflection

Think of a time you learned something meaningful at work. Were you alone or with others? How did it feel?

Take a moment to think of your own answer.
In a minute, we'll share with a neighbor





Why Cohort Learning Works

Grounded in Adult Learning Research

- Shared context and recurring touchpoints build deeper learning than one-and-done training
- Peer reflection turns individual insight into collective knowledge
- Recurring structure creates psychological safety across roles and silos

Three Programs, Three Lenses

Same Belief, Different Approaches

Conversations **that Matter**



LinkedIn Explorers

FOURSIGHT
INNOVATION MINDSET





Conversations That Matter

Surfacing Shared Challenges

- A structured dialogue series that builds psychological safety across roles and silos
- Design intent: create space for honest, cross-functional conversation
- What we learned: shared vulnerability accelerates trust



LinkedIn Explorers

Making Learning Social

- A book-club-style cohort built around LinkedIn Learning content
- Design intent: low-barrier, discussion-driven, and create connections
- What we learned: social accountability keeps people engaged & creates connection



FourSight

A Shared Language for Problem-Solving

- A thinking-styles framework that reveals how a team collectively approaches problems
- Design intent: give teams a common vocabulary for collaboration
- What we learned: naming different thinking styles reduces friction



How Technology Helps Not Just “We Went Virtual”

- LinkedIn Learning, video meeting platforms, and shared resources do more than deliver content
- Intentional use of these tools architects community, not just access
- Result: broader reach, more engagement, more people we couldn't reach before

What Participants are Saying:

"I am so happy I signed up for this **Conversations that Matter** training! Grateful to HR for putting this together. I have found this to be one of the most meaningful workshop sessions I have attended."

"I chose to enroll in the **LinkedIn Explorers** event to strengthen my professional skills and connect with colleagues across different departments. It turned out to be an engaging and insightful experience, and I walked away with several practical tips that I've already applied to my professional life."

"Thank you so much for the **FourSight** session!

It was amazing to learn about our individual team members' and team's preferences. It really helped us gain greater insights into our work functioning and how to improve our communication."

Human Resources

“What team, project, or cross-functional challenge in your world might benefit from a cohort-based approach?”

Where Could This Work?

Small Group Discussion

Talk with the people near you. What would you need to make it happen? Be ready to share one idea with the room.



Thank You!

Questions, ideas, or want to talk cohorts?

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