

## Accrediting managers at work with IMCA Socrates™

IMCA Socrates™ the workplace **ACTION LEARNING** system for management development and professional certification:

- A** Accredited by IMCA
- C** Credits for outputs or applications - simple, low cost approach
- T** Training and operations led
- I** **IMCA** - est. 1964, worked with 60 corporations (since 1982)
- O** Outcomes focus - implementable, trackable solutions
- N** Natural way of learning from doing - shared, collaborative working
  
- L** Learning support - facilitated meetings, quarterly tracking guidance
- E** Excellence - sustained, professional focus, 'own brand' learning
- A** Achievement, reward and recognition
- R** Revans University - professional certification
- N** Next generation 'operating system' for professional development
- I** Investment - right people + right projects = breakthrough outcomes
- N** New horizons - motivated managers learn what they want to learn
- G** Growth - personal, professional, organizational

Managers learn best at work!

'The enterprise where we work is the most significant business school that managers ever attend' (Gordon Wills, IMCA founder)

The IMCA Socrates™ system provides a generic, flexible framework that facilitates the integration of learning and work via pathways that convert 'input activity' (e.g. training and all forms of business activity) into applications or 'outputs' (e.g. workable solutions to business problems).

Here, managers (termed associates) are rewarded for sustained engagement in action learning via a credit accumulation process that leads to an array of professional qualifications. IMCA Socrates™ is managed by IMCA Socrates Limited - see: [www.imcasocrates.com](http://www.imcasocrates.com) with user reporting to the IMCA faculty of corporate studies.