



AN INITIATIVE OF

SÜSS | IAL

INSTITUTE FOR
ADULT LEARNING
SINGAPORE

SKILLSfuture SG

SPECIAL GUESTS

TEMASEK *ntuc*

DOMAIN+ DEEP DIVES

THE TRIO PHENOMENON

How To Supercharge Domain+ Training

Three levers that separate high-impact sessions from the rest

The Three Levers

Why do some Domain+ trainings work extremely well while others don't deliver the same impact? The difference comes down to three things.



Natural Workgroups

Design for Real Collaboration



Train & Consult

Design for Execution



Workplace Champions

Design for Momentum

1 Natural Workgroups

Design for Real Collaboration

Collective Capability:
Shared Object
Orientation

Collaboration only works when people share a real work context.

Same-Department Teams



- Align quickly on goals
- Speak the same language
- Build solutions that fit real workflows
- Stronger ownership of outcomes

Mixed Groups



- Different use cases slow alignment
- Negotiate which idea to pursue
- One person leads, others follow
- Weaker collaboration & ownership

2 Train & Consult

Design for Execution, Not Just Learning

Collective Capability:
Longitudinal
Knowledge Work

High-impact sessions feel like building something real with expert guidance.

Traditional Approach

Lecture → Demo → Generic Exercise



Domain+ Approach

Learn → Apply → Reflect → Iterate → Improve

Design Takeaways

- Allocate real build time during sessions
- Create feedback loops for continuous refinement
- Guide participants like a consultant, not an instructor

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Workplace Champions

Design for Momentum

Champions don't need to be created — they emerge naturally when the environment allows it.



Who They Are

- Ask more questions and explore deeper
- Help peers and share knowledge
- Take ownership of solutions
- Push beyond basic use cases

How to Enable Them

- Identify potential champions early
- Give them space to lead or mentor
- Encourage peer learning circles
- Let them extend training beyond the classroom

The Trio as a System

These aren't three separate ideas — they form an interconnected system.



Natural Workgroups

Relevance & shared ownership

*Without it:
weak collaboration*



Train & Consult

Solutions actually built

*Without it:
ideas but no execution*



Workplace Champions

Momentum continues

*Without it:
momentum dies*

All three present = higher engagement, creativity, collaboration, and real business impact!

Your Design Checklist

Before your next training, ask yourself:



Are participants grouped by real work context?



Does the session require them to build something real and relevant?



Will champions naturally emerge and sustain momentum?

Design for these three things, and you don't just deliver training — you create impact.

Thank You For Your Attention

Trustworthy AI strengthens long-term value creation.
Governance ensures AI serves both business and society.

