

The LIFT Model consists of:

1. The concept of methodological and organizational assumptions of interactive learning methods in teams
2. A guide to the LIFT method
3. A handbook for facilitators
4. Training materials for running sessions using the LIFT method
5. A compendium for employers on the implementation of the LIFT method
6. A set of implementation procedures.

In the first part of the Model, the Concept of methodological and organizational assumptions, group learning in comparison with other approaches to adults' learning process was described, age-diverse teams and selected methods of team learning and problem solving were discussed, as well as key determinants were depicted of effective introduction of team learning into organizations.

The LIFT Method Guide presents the general concept and the values on which the LIFT method and the course of the group learning process are based. The Guide for facilitators provides information on the facilitation process, its main goals and areas of application as well as an outline of a training program for facilitators, the role, tasks and key competences of the facilitator and his/her work principles and ways of communicating with the team as well as formats, techniques and facilitation tools.

In the fourth part of the Model, the materials for conducting the sessions using the LIFT method were compiled: a set of techniques and tools dedicated to each of the method steps, techniques and supplementary tools, examples of good practice of the Belgian project partner in the field of team learning and templates / forms / work cards.

The fifth part is the *LIFT method implementation compendium* including a description of the individual stages of the group learning process based on the LIFT method and key recommendations for ensuring the effectiveness of the learning process and the benefits of implementing the LIFT solution.

The last part of the LIFT Model is a system of recommendations and actions, enabling the adaptation of the developed methods and techniques and tools for the organization's internal system and the specifics of the implementing entity, including: preparation for implementation of the LIFT solution, scope definition, the form and method of implementation, informing employees about the actions taken, organizing, launching, implementing and completing the process, evaluation of the effectiveness of the actions taken.