

The Third Space, the vital bridge between learning experiences and real-world performance.

14 practical ways to bring it to life.



1. Peer connects & learning circles: Small, self-organised peer groups meet regularly to discuss challenges and share learning. Rotating facilitation builds leadership and ownership.



2. Book clubs: Learners read an AI-summarised book or article, then join a facilitated discussion to apply insights to real work.



3. Action learning projects: Teams tackle live business challenges and reflect together on outcomes – supported by toolkits and AI feedback.



4. Peer-led micro-experiments: Weekly or monthly mini-challenges shared in your LMS/LXP: “Try this behaviour, reflect, and post your takeaway.”



5. Discussion walls & reflection posts: Your LMS/LXP or Teams spaces where learners post “What I tried this week...” Peers comment and build community.



6. Virtual learning cafés: Drop-in sessions for learners to connect informally, swap experiences, or co-solve problems.



7. Mentoring circles & reverse mentoring: Cross-level mentoring pods sharing diverse perspectives from multiple angles and supporting inclusion.



8. Career panels & AMAs (Ask Me Anything): Live, interactive events with leaders, AI-moderated Q&A, and peer reflection follow-ups.



9. Community “Playbook of good practice”: Learners co-create and continuously update shared principles of “what good looks like,” captured and summarised by AI.



10. Peer-to-Peer coaching: Structured conversation templates or AI-prompted guides for feedback and reflection after learning activities.



11. Learning spotlights & hub heroes: Monthly showcases highlighting how peers applied new skills, celebrates learning-in-action.



12. Themed learning jams: Short, high-energy sessions where peers brainstorm and co-create solutions using AI tools.



13. Alumni networks: Graduates of learning journeys stay connected, mentor new cohorts, and keep sharing insights.



14. Social learning nudges: AI sends community-wide prompts: “Ask a peer how they applied this skill today.” or “Post your biggest insight this week.”

At People Untapped we are a people-first learning and development consultancy. We believe brilliance exists in everyone and we’re here to unlock it. By building capability, boosting confidence, and creating space to succeed, we help your people thrive.

