PENTORA GROUP

Reflective Practice Statement

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Organisation	Jurisdiction	Sector
Pentora Group Inc.	Toronto, Ontario, Canada	Energy — Oil & Gas / CPD

9.1 Our Philosophy

Pentora Group believes that professional development is most effective when learners are not passive recipients of information, but active participants in a process of continuous reflection and growth. Reflective practice — the habit of examining one's own experience, knowledge, and assumptions in order to improve future performance — is embedded in everything we do.

9.2 How We Embed Reflective Practice in Delivery

- Each session closes with a guided discussion prompt that invites participants to connect the day's learning to their own professional context.
- End-of-session quizzes are designed not merely as tests of retention, but as tools for self-assessment — helping participants identify gaps and areas for further development.
- The Capstone Case Study on Day 3 requires participants to apply all prior learning to a real-world scenario, integrating knowledge across sessions in a reflective and applied way.
- The post-course Learner Evaluation Form includes a reflective question asking participants how they plan to apply their learning in their professional role.

9.3 Facilitator Reflective Practice

After each course delivery, the facilitator completes a Facilitator Review Note that captures: what worked well, what could be improved, any content that generated unexpected questions, and suggestions for the next cohort. These notes inform the Course Content Review process.

9.4 Continuous Improvement

Pentora Group treats each cohort as a learning opportunity for the organisation. Aggregated learner feedback, quiz performance data, and facilitator notes are reviewed together following each delivery cycle to identify systemic improvements.

Approved by	Date
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Role	**Review Date**
Founder & Director, Pentora Group Inc.	April 2027