MOVING THE RESPONSIBILITY OF LEARNING TO THE LEARNER



Learning Accountability Starts Soon

iscover how to transfer the responsibility of learning from L&D to the learner. The days of L&D setting up training events for people to not attend are coming to an end. The L&D/OD people are now becoming more "Performance Consultants". Learning is becoming more orchestrated and sophisticated. In this presentation participants will be challenged.

Where is your organisation currently in the L&D space? Are your people ready to shift to "performance consulting"? Are your learners currently accountable? What are the consequences of not learning new skills?

The 4 models covered are:

10 20 10

Performance Consulting

3 Blended Learning 4 Connectivism





Moving the accountability of learning to the learner

Staff love to highlight "lack of training" on their exit surveys. But it's fair to say that they need to shoulder some of the responsibility. They often treat Training Needs Analysis as a tick box exercise. Now there is a trend to make the learner accountable. The L&D team will act more like a performance consultant than a training organiser. Discover your organisational readiness (and maturity) to shift the accountability of learning.



At the conclusion of this short presentation participants will be able to:

- → Assess level of readiness to shift accountability to the learner
- → Discuss the relevance of 70:20:10
- → Discuss the role of learning technology and asynchronous v synchronous learning.
- → Describe the role of L&D within a 70 20 10 framework
- → Discuss the relevance and prevalence of Connectivism for organisations
- → Identify opportunities for Performance Consulting

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