

## Webinar-

How to grow your people into being self guided learners

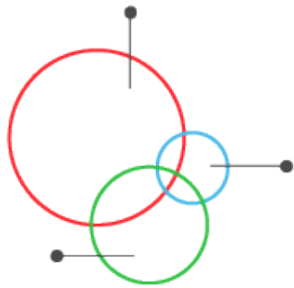
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**Sprout Lab works with organisations to design learning ecosystems that accelerate expertise**

# What we do

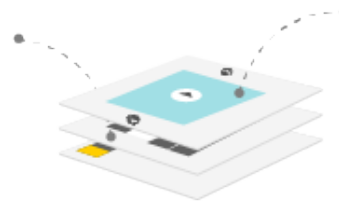
Strategy



Design and development



Technologies

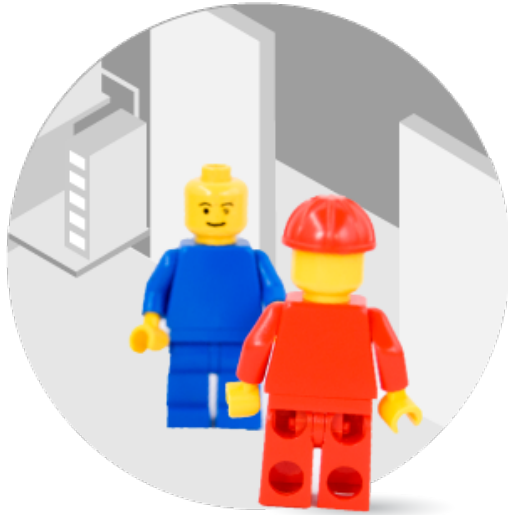


Implementation



# We will discuss ...

- Blended learning strategies that embed self-directed learning
- How to foster curiosity and reflection in your learners
- Building a culture of continuous learning



Change



Complexity is  
the nature of  
business



Collaboration

[Learning working manifesto](#)

Learners as consumers



# What does a self directed learner do?

Slides with this icon are summaries of the discussion that happened during the webinar.

They:

- are self aware and set their own goals for learning
- are **proactive** about learning
- think about their own learning
- seek out feedback
- are curious, accountable, always looking for new ways



## What do organisations do that gets in the way of people being self directed?

- Organisations push learning at people
- Organisations take too much control over what, when and how people learn
- There is a lack of encouragement and support
- Resources out of date
- There is often a one-size-fits-all approach to learning
- Don't provide enough time to learn



## Meet Mary.

She is the L&D person at a FinTech company

We are going look at some of ways she supports her people to become self directed learners



## Everyone has quarterly learning goals

Mary has put together

- Self assessment tools around key skills

- 70:20:10 maps of how to develop skills in different areas

They have pathways through learning ecosystems.



## Hackdays - build something FAST

Once a month all “normal” work is stopped and the whole organisation takes part in a “hackday”

Sometimes people work on projects that are not directly related to what the organisation does day to day – **they play**

The day finishes with presentations and prizes

These days take a lot of time for Mary to organise.



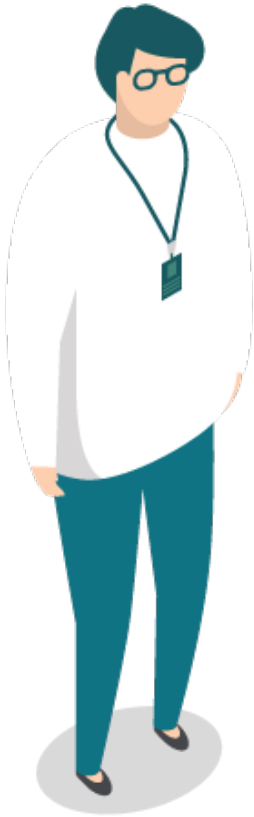
## Other approaches from tech companies

Google's mythical 20% time on side projects

Adobe Kickbox - an innovation toolkit in a box with a budget of \$1000 to use

Libraries of resources e.g. LinkedIn learning, Good practice

Give your people autonomy  
even if it's only in small ways



## Meet Amelia

She is the L&D manager for a large, highly regulated business.

We are going look at some of her challenges.

Amelia's organisation is moving to a 70:20:10 learning model and she doesn't feel that her people have the skills to be self guided learners.





## How is the move to 70:20:10 model going to effect Amelia's learners?

They

- might have the perception that (format) learning is being taken away
- might not be willing to takes risks
- may need a more structured approach to start with
- may not be aware of what informal learning opportunities exist
- will need a lot of support during the early stages



## Mary's world is not perfect

Their staff are often young and are not great at project management.

She has designed a digital learning program to improve everyone's capability in the project management area.



Early stages

Learners  
choose to  
participate

Learners can  
freely around  
the learning  
experience

They are in  
control

In the early stages  
they are presented  
with challenges and  
then there is a  
**library of resources**  
they can access to  
solve the challenges

It's spaced over a  
period of 3 months



Later stages

The program includes some project based work

Simulations

They are constantly being sent micro challenges

During the project stage they are given resources and asked to build summaries and do presentation to peers

**Embedding** – learning how to learn

# Learning how to learn



How to:

- Set goals
- Find information
- Reflect
- Build their own mental models
- Practice in a deliberate way

Make your learners “do the work”

## Back to Amelia



The organisation is moving towards being more customer centered and she needs to improve capability in this area.



Project

# Program on being customer centered

70

Being a mystery shopper

Shadowing with colleagues as engaging with clients

Hold a focus group with customer service leaders

Project work  
Plan·Do·Review

20

Peer coaching

Build a wiki of best practice

10

Interactive video

Bite size examples of good practice

Integrated into induction



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## How does a curious person behave?

They

- ask **questions**
- ask 'What if?' and '**Why?**'
- are creative and critical thinkers
- engage with others and seek feedback
- learn from mistakes
- invest time and energy in finding out more

## Back to Mary

**The role of people managers is to ask lots of questions**

What have you learnt?

What is next?

What do you need help with?

**Getting to people's motivations**





**Peer to peer learning experiences**

Critiques

Lessons learnt sessions

Learning circles

Lunch and learns



## Learning Apps

Each day everyone is prompted to ask “What you have you learnt today?”

L&D sorts and shares

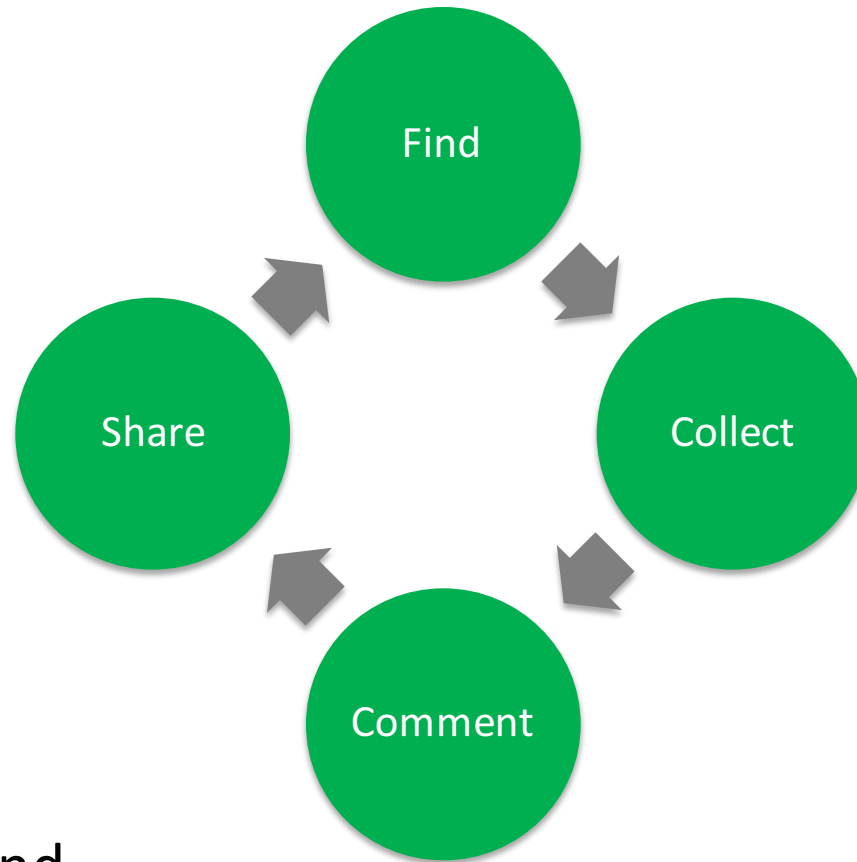
**Learning logs are a simple low tech way do this**



## What other ways can curiosity be fostered?

- Allowing for passion projects
- Inspire people
- Give them time and space to explore
- Gamification
- Provide avenues for sharing work - working out loud, blogging, resource libraries
- Give people opportunities to be independent

# Personal learning environment



It's about  
knowledge and  
connections to  
people



# Personal learning environment

## Examples

Stephen Downes OLDaily newsletter

Flipboard

Evernote

Google Keep

Some people use LinkedIn &  
Twitter

**If you want help with growing your people in being self-guided learners please get in contact and we can talk about possible projects.**

## **Dr Robin Petterd**

**M: +61 419 101 928**

**E: [robin@sproutlabs.com.au](mailto:robin@sproutlabs.com.au)**

**<http://www.sproutlabs.com.au>**

