Courses vs Content Curation

Learning Environments by Design

Author chat with Catherine Lombardozzi at Learning 2017

Networks & Communities
Internet and Other Resources
Manager Support
Training and Formal Education
On-the-job Learning
Social Media
Learning and Performance Ecosystem

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Long-Term L&D Trends

- Traditional training
- eLearning
- Blended Learning
- Informal Learning
  - Social Learning
  - Micro-learning
- Learning in the Flow of Work
- Collaborative Learning
- Digital Learning
- Learning Experience
- Learning Campaigns
- Learning Environment Design
- Learning Ecosystems
- 70-20-10
- Modern Workplace Learning
- Personalized Learning
- Artificial Intelligence
  - Virtual Reality

Expanded from analyses by Josh Bersin (Deloitte) and Jane Hart (C4LPT)
Learning Environment Design

A learning environment is a deliberately curated collection of resources and activities for learning related to a specific need.

More at L4LP.com/learning-environments/
Cultivating Social Learning

How can you cultivate these factors to give people a hand up into productive social learning?

Intention
Individual propensity and skills
Relationship strength
Activity match
Tool functionality and accessibility

More at L4LP.com/social-learning/
Scaffolding Self-Directed Learning

Research-based pillars of self-directed learning

Motivation
Self-Awareness
Attention
Intention
Reflective Practice
Persistence
Resourcefulness
Relationship Strength
Engagement
Time

How can you strengthen the pillars to amplify self-directed learning?

Adopted from: Lombardozi, C. (2016)
Challenges of Learning in the Flow of Work: Scaffolding Self-Direction
International Journal of HRD Practice, Policy, and Research 1(2)