LTSF20 D3S3: A social organisation is a learning organisation

Mark Britz and James Tyer – Questions

Donald H Taylor: Please ask your questions here, and we'll collate them and ask James and Mark at the end

Bee Hemelryk: Book doesn't seem to be available yet?

James Booth: Please ask question for the presenters here, this helps avoid them getting lost in the chat box

Rob Bedwell: do you need to create time for social in the same way you would for other 'meetings', albeit asynchronous

Natasia Hieber: creating communities of practice.

Natasia Hieber: shared goals

Christine Locher: Could you say a bit more between the difference (if there is one) between being social at work, and having less privacy? Can you be social and private at the same time? how?

Jacqui Bean: Social learning is great in the moment/instant - how do you ensure enough time is given for reflection?

Jennie Bryant: Do you have any tips for employees that may be suffering from 'zoom fatigue' and are exhausted by the idea of socialising via another video call due to lockdown?

Keith Colvin: Are people more social when you take managers out of the group?

Eunice M: Yes, people are more social when managers are not in the room, they are more themselves and less professional

Keith Colvin: Jennie we encourage people to pick up the phone for one to one not using zoom

Lee Jones: We would like to encourage and facilitate our internal subject experts to share knowledge rather than hire in external trainers or have that knowledge leave our organisation when that person leaves. Any experience of how social can help this be an organic process rather than an "L+D thing"?

Keith Colvin: Eunice so how do you keep it professional and on track

Eunice M: I guess by making your points heard in a professional way without taking away the YOU in what you are saying or doing

Anil Suman: What type of platforms do you recommend as a base for social contact within an organisation?
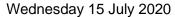
Eunice M: Teams/Yammer/

James Booth: Please can we use this box for questions and use the other box for chat and observations

harrisassociates@bluewin.ch: how do you establish the difference between the formal and informal organisation and treat this problem

harrisassociates@bluewin.ch: do you support the theory of theory x person and theory y of Douglas McGregor

James Booth: does the admin of a social group have to be an SME to ensure the group has the kudos / respect expected by all?

Lee Jones: Pre COVID, we were already moving away from Face to Face courses towards more 70:20:10 with the goal of freeing up more time for consolidating knowledge and peer to peer learning. However, many people still place value on 'courses' over less traditional learning. Do you have any thoughts on highlighting and framing the value of sharing knowledge and learning from people without the 'Trainer, Presenter, Expert' badge?

Sofie Martin: @Lee research in cognitive and social psychology show that learning from peers and colleagues is beneficial for everyone involved in the experience. I think it's about selling it to L&D and leadership.

Bee Hemelryk: Is the book going to be available soon?

harrisassociates@bluewin.ch: - how does company culture fit into this equation