

LTSF20 D2S3: Solve impact mysteries like an L&D detective

Kevin Yates – General chat

Megan: Haha Hi Kevin

Megan: go Bears :)

chloe.wheywell@swarovski.com: ouch! early bird!

Joanna: that's dedication!

Marie Andervin: good morning. Hi from a sunny Stockholm

Rob Hubbard: Kudos to you Kevin!

Rian @BHF: early bird catches the worm

jason-louise graham: good morning!!

sarah milner: good job, Kevin!

Sandi Rodman: Good morning from Bristol, UK

Samantha Barkataki: Wow that is impressive Kevin, thank you for being here!

Uzma: Awwwww : D

Anne Whittle: Hi from London

Mike Bedford: Whaaaaa! awesome stuff Kev and big up Chicago!

Mike T: Morning from Poole

Fhumulani Munaka: Hi all the way from South Africa!

Miriam Speidel: Good morning from Peterborough

Liz S: I'm in Poole too!

jason-louise graham: Belgium!

Uzma: Hi Liz S.. good to ee you again

Alice Thomson: Morning from a cloudy London

Jane Whitby: Southend, Essex : -D

Uzma: *see

Natascha: love the global vibe of those virtual conferences

diarni: Return on expectation

Stella Heskey: Return on investment

Seaneen McGrugan: Is there a dial in option? I can't hear anything at the minute

Stephen Roberts: Business performance

Donald H Taylor: Please answer Kevin's question in the box to the LEFT :)

Nigel: Business results

Richard Thornton: Observable, evidential change

Anita Page: Affecting performance

Virginie Chasserau: Please use the chat on the left, to answer

vicky: change in behaviour

Lorraine: Colleague mobility, retention, business results

Anita Page: Specifically improvement in performance

Sandi Rodman: objectives met

Natascha: Seaneen if you don't use the App, download it

Natascha: solves audio issues you have in the browser

Virginie Chasserau: Audio is coming through the speakers of your computer

Donald H Taylor: Seaneen - there is no dial in option. The sound will play through

your computer speakers/headset. You will need to make sure that the sound is on.
There is a 'Loudspeaker' icon at the top of the screen, and it should be green

Seaneen McGrugan: Got sorted, thanks!

Donald H Taylor: Seaneen - great!

Mike Bedford: Good morning from Leeds West Yorkshire England!

Michael Whittaker: morning from Wakefield mike, just round the corner

Mike Bedford: Hey Michael! let's connect offline :)

Virginie Chassériau: *****

Michael Whittaker: no problem

Mary: morning Michael - Mary Speake ;-)

Isaac: Hi Michael!

Michael Whittaker: Hi you two, it's a small world!

Mary: It is! Hi Isaac!

Mike Bedford: Love the excitement Kev :)

Isaac: Hi Mary!

Sandi Rodman: I can't think of a single one that has more than one yes

Derek Mitchell: wow, that's low!

Donald H Taylor: Kevin's blog: <https://kevinmyates.com>

Mike Bedford: Thanks Don and Hi :)

Con - Skillslive Learn: aHHHH WE MADE IT...

jason-louise graham: Kevin you are brilliant.

Martin Spence: Will this event be recorded and shared?

Virginie Chassériau: Yes, this event is recorded

Martin Spence: Great. Where will it be shared?

Virginie Chassériau: The recording, slides, chat and other supporting documents
will be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Donald H Taylor: The recording, slides, chat and other supporting documents will
be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Donald H Taylor: :)

Martin Spence: Great

Miriam Speidel: Thanks

Sultana: will we get these slides along with the recording?

Uzma: Great alliteration - effective way for people to recall. Nice

Con - Skillslive Learn: Like Nigel Harison would say - what is the risk of not doing
anything at all

Jane Whitby: This is insightful.

Brian Helweg-Larsen: there are 9 not 10, is one missing?

Donald H Taylor: Kevin's blog: <https://kevinmyates.com>

Virginie Chassériau: *****

Martin Baker: Kevin I am loving your energy!

Uzma: Yes, he is very engaging.

Krys Gadd: How reliable is asking people how much their own performance has
improved?

Callaterly Sisters: _

Mike Bedford: Not very Krys - need some data to support that!

Con - Skillslive Learn: @Krys - in my experience of learning impact measurement -
a waste of time

Con - Skillslive Learn: @Krys asking learners is like asking what flavour ice cream did you like last week and what flavour do you like this week

Martin Spence: Has anyone looked at the work of Will Thalheimer on evaluation. I find his thinking and research helpful in going beyond Kirkpatrick's thinking

Mike Bedford: Has to be linked to a performance KPI to have any value - how has the needle moved?

Isaac: Yes! I really like his LTEM

Martin Spence: Me too Isaac

Seaneen McGrugan: Haven't Martin, but will definitely check it out - sounds really interesting

Isaac: I like how realistic and practical he is in his approach

Tom: While I'm all for making content and training more accessible, the dilemma I perceive is that the quality of these resources is inconsistent at best.

Donald H Taylor: Dr Will Thalheimer's LTEM model of evaluation: <https://www.worklearning.com/item/> (The Learning-Transfer Evaluation Model)

Mike Bedford: Don't forget Kevin is a Detective so needs to investigate all the evidence!

Tom: For example, I can see in my own office where people are viewing different content and learning some poor practices/opinions around computer science

Jane Whitby: Thank you Donald

Sofie: What could the different be that improve the control group and not the test group?

Con - Skillslive Learn: How many orgs have the luxury of Test and Control Groups? In reality how practical is such an exercise

diarni: Great insights - thank you

Stephen Power: There are several elements in this approach that remind me of Cathy Moore's approach and principles

Mike Bedford: Fabulous session Kev - thank you for sharing :)

Samantha: Fantastic, clear and concise. All makes sense.

Denise Marshall: I think control group ideas is useful if there is a significant investment for the business in terms of money and time and we want to make sure the learning works then this could be really helpful

Stephanie Jenkins: best session so far

Nicholas Croom: @Con - I agree. And ethically how do we feel with having a group where we don't support their performance?

Donald H Taylor: More on Cathy Moore: <https://blog.cathy-moore.com>

Thomas Hughes: Really concise and easy to follow Many Thanks

Anita Page: Awesome Kevin!!

Fleur: Thanks Kevin, such a useful session!

James Booth: I love Kevin's style !

Simone: Loving the presentation!

Jonathan P: Excellent presentation. Best one I've been on so far.

Marina Vicente: Outstanding presentation! Love it ;)

Chantellr: So, engaging!

Heather: Great session! Nice examples and very concrete!

LK: fantastic and very insightful Kevin

Miriam Speidel: great session Kevin

Anita Page: Very practical- love it!

Anne Whittle: Awesome energy Kevin!

Seaneen McGrugan: so much food for thought, Kevin!

Susannah Lowe: Thanks a very useful session

Thandie: concise focused and factual

Con - Skillslive Learn: @Nicholasa - try telling your CEO some will get training and some will not - because I need to run an experiment

Conrad Buckle: Yes - lots of energy - you're a regular Sherlock Holmes

Debbie Webb: Thanks Kevin, great session

Jo 2: Excellent session - will take a lot away. Thank you.

Derek Mitchell: "ethically how do we feel with having a group where we don't support their performance?" - Ethically how can we deploy the same potentially poor solution to everyone:)

Natalie Ann: Fantastic - really engaging, clear and practical too!

Brent Markley: LOVE it and Kevin's style/approach

Dawn Thompson: Ref test and control groups, we often do it without realising. E.G when a marketing dept does a campaign with one team. Measuring other teams as control groups for growth at this point is something that could be done.

Agata: Very clear and useful! Congrats

Rob Hubbard: Not rushed, awesome Kevin :)

Helen Peel: It was a really good session. Thank you very much Kevin. Not rushed and key points were all clear

Tam: was great! Insightful. Thanks

Rory: Fantastic presenting style. Thank you, Kevin. Loved the energy and passion. Refreshing.

Danny de Witte: Kevin's style is great!

Denise Marshall: Great session and reminded me of great learning design and it is all about the business.

Anita Page: Hi @Rob Hubbard

Jane Whitby: Engaging session, full of passion and clear. The standout session so far in the programme for me.

Antonio: @Liz, if senior mgmt not engaging, not worth measuring

Fred Wilson: I love it that Kevin so loves the whole subject with such passion. Infectious...

Krys Gadd: I suppose if they lie then that speaks about the culture they are working in

Brian Helweg-Larsen: many thanks, great session.

Chris Hall: Clues not answers is a great point

Thomas Hughes: I wish I was as energetic as Kevin at 5am

Con - Skillslive Learn: That's right Kevin - tell the story that brings all this together

Uzma: Kevin - thanks for an engaging session.

Con - Skillslive Learn: It's called Performance Story Reporting

Anita Page: I imagine if you only used that measure it would skew your results but when taking into account all of the other measures the true picture will emerge

Mike Bedford: Agreed @Krys - culture eats strategy for breakfast :)

Suresh Kumar DN: Good questions and response from Kevin

Brent Markley: in our test groups, we try to bring in a mixture of cultures, and roles to represent our worldwide population. What do you think about that?

Victoria Visser: Thanks a lot, dear Kevin, for sharing your insight and your passion:

)

Con - Skillslive Learn: Kevin has a solid process - worth looking at it a little closer

Geert Nijs: Great session! Love it. Thanks

Graham Lewis: Great session, and very timely as we are about to completely overhaul our training in light of the 'new normal'

Mihaela: amazing session, Kevin! Thank you so much

Donald H Taylor: The ROI Institute: <https://roiinstitute.net/>

Krys Gadd: It would be great if people asked all these questions Kevin suggested! So, few do and amazingly some large organisations I know are looking at evaluation AFTER delivery!!!

Michael Main D2L: Great session Kevin, lots to take away. Thank you!

Sandi Rodman: @Mike Bedford on your comment re culture. Yes and yes and yes!

Donald H Taylor: The recording, slides, chat and other supporting documents will be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Katherine: Great session, thank you, a lot to take away and think about!

Nicola Lindley: Fantastic session thanks!

Donald H Taylor: This session is now finishing. For a list of all the sessions taking place this week, please visit: <https://www.learningtechnologies.co.uk/learning-tech-summer-forum/itsf-conference/itsf-20-conference-programme>

Krys Gadd: Fab!

Virginie Chassieriau: Get a free copy of the L&D Detective Kit <https://kevinmyates.com/>

Con - Skillslive Learn: LOL - All these Sherlock Holmes roaming learning - be afraid :)

Sonya: Thank you both

Samantha Hanley: Awesome session - thanks !!!

Sandi Rodman: Thank you, Kevin!

Chris Hall: Thank you Kevin

karen: thanks - really useful insight!

Susannah Lowe: Thank you

Sarah: Thank you Kevin, great session and energy!

Liz S: Thank you very much

abi: thank you!

jo.penton@btconnect.com: Thank you. Great presentation!

Lorraine: Feeling inspired Kevin, looking forward to exploring your website and articles etc wonderful session, great job thank you for the L & D kit too!

Krys Gadd: Fab session Kevin!!

Tracy: brilliant thank you

Simone: Thank you so much - fantastic presentation!

Jez Anderson 2: Great session Kevin, thank you

Rob Hubbard: Brilliant, thank you Kevin!

Fhumulani Munaka: Thank you so much Kevin!

Emma L: Thanks Kevin

Carole McColl: Thank you lots to think about

Donal Prior: Super session!!

Mark Nilles: Thanks, Kevin! Have a great rest of your Tuesday!

Amanda: Thank you Kevin, great session. Hope you get a nap later!

Mike Bedford: Thank you Kevin and Virginie :)

Andy Wooler: Awesome session - love your presentation style!
Jerry A: Thanks both == great presentation and chairing
James Booth: www.docebo.com
Gerald Moriarty: Great session Kevin, thank you.
Fred Wilson: thank you guys.....
Maria Mangor: Thank you Kevin!
Shaun Delaney: Great session. Thank you!
Susie Finch: Thank you so much Kevin - great presentation
Donald H Taylor: This session is now finishing. For a list of all the sessions taking place this week, please visit: <https://www.learningtechnologies.co.uk/learning-tech-summer-forum/itsf-conference/itsf-20-conference-programme>
Catherine Brewster: Thanks Kevin, really enjoyed your presentation
Lene: Thanks a lot
Matt: Thanks!
Greg: Thank you
Maria Mangor: Well done for being up at 5!
Kat Ellis: Thank you
Con - Skillslive Learn: Thanks champ!
Stephen Power: Thanks
Suresh Kumar DN: Thank you Kevin
Rui: Thanks!
Julie Wedgwood: thank you
Mark: Thank you very much
Callaterly Sisters: Cheers
Marina Vicente: Thanks!!! Amazing presentation!!!
Eulaine: Thank you so much for the value!
Shelley: Thank you so much - great session. Lots to think about and implement
kelly nascimento: awesome presentation Kevin!
Mike Bedford: Bye!
Maciej Czarniawski: thank you
jason-louise graham: Kevin is the best
Susannah Lowe: Bye
Brent Markley: thank you!
Madhu: thank you
Samantha: Get some Rest Kevin!
Katherine: Bye, thank you
Jo 2: Thank you
cath: thanks
Rob Stewart: Fantastic. Thank you.
Mike Bedford: Big love Kev!
Gerald Moriarty: Have a good breakfast, you've earned it!
Krys Gadd: Bye Virginie and Kevin lovely to see your faces
Monica: Thank you
Rhiannon Allison: Thank so much. Really insightful and lots of food for thought
Suresh Kumar DN: Bye
pina cavallo: bye thank you very interesting