LTSF20 D4S3: Evidence-Informed Building Blocks for Learning Design: From Fake to the Cherry on the Cake

Mirjam Neelen – General chat

Donald H Taylor: LTSF20: D4S3, 16 July 2020

Donald H Taylor: Welcome to "Evidence-informed building blocks for learning design: from fake to the cherry on the cake" with Mirjam Neelen and your facilitator Virginie Chasseriau.

Donald H Taylor: We'll be starting at 11: 00 UK time. The session will finish at 11: 45 UK time.

Donald H Taylor: The hashtag for the event is #LTSF20

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: We have a very full session today, so sadly it will not be possible to answer every question. However, our speaker will aim to deal with as many of your questions as possible after the event, on LinkedIn over the coming weeks.

Donald H Taylor: Our thanks go to today's sponsor, Thrive https: //www.thrivelearning.com/

andy wooler: Good morning from Brighton

Bartłomiej Polakowski: Hello Mirjam:)

Mirjam Neelen: Hi Barto!

Marie Andervin: Hallo from a summer sunny Stockholm, Sweden

Rob Stewart: Good morning everyone :)

Marina Vicente: Morning from cloudy Barcelona! ;)

John Helmer: Morning all

Rob Stewart: Seven webinars so far. All excellent.

János Ollé: Good morning form Hungary :)

Carol Ann: I have attended all of the webinars - learnt a lot

John Helmer: Good Morning also from Brighton

Marina Vicente: 8!

José Azorín: Hi from Stuttgart

andy wooler: Best so far were The L&D Detective and Yesterday's Marketing session

Wai-Fun: good morning from Belfast northern Ireland

Wayne Stefano: Good morning from rainy Devon

Bartłomiej Polakowski: I attended Fosway session, covid influence on L&D

Rob Stewart: I have learnt that there are not enough hours in the day :)

Marina Vicente: Donald is the best! ;)

John Helmer: Yesterday I learned that you can do sentiment analysis with a spreadsheet

James Booth: I've been reminded that there is a hueg variety of online experiences for virtual / online meeting rooms and classrooms

Jayadev: Hello everyone

Keith Colvin: Hi From Maidstone 10 so far learned practice practice practice presentations

Krys Gadd: Hi Mirjam and Virginie!!! How lovely to see you two!

Kate: Hi from London - biggest take away - pick 3 pieces of information for your delegates to gain in knowledge and only 3!

Mirjam Neelen: Hi Krystina!

Krys Gadd: Its sunny in Leeds :)

Krys Gadd: Yay!

Alan Stronach: Good morning from Sunny Sunderland

Caroline Singleton: Hi all, from a wet Sale in Cheshire

Dorothy: Hi from Edinburgh - a bright day today!

Cath 2: Good Morning from Wiltshire

James Booth: but I've also been reminded that it's easy to forget some basic rules like how audience size is a major controlling factor on design

adam: Morning from not so sunny Peterborough

rjh: It's snowing in Nottingham

Christine Locher: Hi from South of London, grey skies but all abuzz from the lovely sessions I got so far!

AndrewJacobsLnD: Good morning everyone! Hope you're all safe and well.

Peter Visser: hi all, from Netherlands

Donald H Taylor: I learning this morning how powerful even a short breathing session can be, thanks to Fiona McBride

Karoline: Hi, from a warm an cloudy Oslo, Norway

James Booth: morning Andrew

Rob Schumann: Good morning from a cold Milton Keynes, UK

Merja AT: Hello from Helsinki, Finland!

henny: Hi, from the Netherlands

Diane: Hi from Stafford! Loving these webinars. So much fab information : -)

James Booth: @Donald - if you learn that then we all need to B r e a t h e

Else: Hello from Copenhagen, a cloudy day : -)

Olivier Nourry: yeeaaahh!!

Ita: Hi from Ireland!

Peter Visser: sound is not that good, Virginie (I am on the app)

Vicky Keith: Hello

Tomi Kassim: Ekaaro, from Nigeria

Krys Gadd: yes Virginie your sound is crackly

Maciej Czarniawski: sound is great here

Krys Gadd: Mirjam clear

Peter Visser: you are ok, Mirjam

Antonio Palacios: Yes. Virginie's is too close perhaps

Olivier Nourry: Mirjam: sound great

Bartłomiej Polakowski: perfect

Dorothy: sound is clear

Carol Ann: Sound is great

Caroline Singleton: Sound is perfect from both of your thanks

Jonquil: Yours sounds fine!

Nathan Obasi: hi all. It's good to be here.

Maciej Czarniawski: both are OK

János Ollé: you are OK Mirjam, sounds good

Rob Stewart: Sound is perfect for me.

Olivier Nourry: Virginie: sound is less good

AndrewJacobsLnD: Your sound is clearer Mirjam. Virginie sounds like she's on a phone.

James Booth: YES Mirjam your sound is good

Linda: We have sunshine on Leith!

Rachel Hanson: I think the mike is just too close, Virginie

James Booth: Adobe Connect app is the best experience for sound and optimal use of

screen size
  James Booth: For Windows: http: //www.adobe.com/go/Connectsetup
  James Booth: For Mac: http: //www.adobe.com/go/ConnectSetupMac
  Shaun Delaney: Hello from cloudy Chatham
  Vicky Johnson: Morning from Coventry
  Nathan Obasi: From Nigeria
  Liz: Hello from cloudy Nottingham
  Marjaana: Greetings from Tampere, Finland
  Bethany Paterson: Fife :)
  Vicky Keith: Hi From typically rainy Manchester in the UK
  Kim Hall: Morning from sunny North East Scotland
  Marla: Good morning from Bath, UK
  Susie Smith: Linda - Sunshine on Leith is a great film!
  Göran Bolinder: Sweden calling!
  Steven DC: Belgium also rainy
  Noel Read: Hi from Reading, in the UK!
  Sean Ryan: Hello from Dublin
  Jamie: hello from Headington, Oxford
  Colin: Birmingham UK
  Brian: Bit overcast in Monaghan, Ireland
  Stephen Power: Hi...from Manchester! How are you all?
  zsolt: Hello from London !! :)
  Dawn Smart: Hello from Wales
  Rob Stewart: Dundee, Scotland. Sunny!
  James Booth: There have been people from every continent in the world this week
  Victoria: Greetings from Amsterdam :)
  Rachel Hanson: Hello from Oxford!
  Lene: Hi from Copenhagen
  Antonio Palacios: +1 Dublin
  Iffaf Khan: Hello from a very cloudy Isleworth
  Alina: Hello from sunny Bucharest, I've just attended Don's session on engaging webinars
  henriette kloots: Henriette from the Netherlands
  Shaun Delaney: Had some fantastic ideas on looking at learning effectiveness and
feedback. And how to run webinars!
  Steve Skarratt: Morning from the Cotswolds in Gloucestershire UK
  Linda: Susie Smith - one of my favourites!
  Kelley S: Hello from Hertfordshire
  James Booth: and most countries, even most countries in South America
  Howie Pearson: Hello from Edinburgh
  Katherine: Newcastle upon Tyne, Northeast England
  Joanna K: Hello from Düsseldorf, Germany
  Mark Bennett: Hello from Darlington in County Durham
  Nick Denholm: Hi from Maidenhead UK
  J Meijer: Hi from Denmark
  Donald H Taylor: Hi H!
  James Booth: Adobe Connect For Mac: http: //www.adobe.com/go/ConnectSetupMac
  Harri: Hello from Burton on trent, England
  Joan Keevill: Hi everyone! I'm in Hemel Hempstead and will be tweeting for this session.
  James Booth: Adobe Connect For Windows: http: //www.adobe.com/go/Connectsetup

Carrie (@CarrieAWalton): @MarkBennett - I'm in Newcastle : -)

Rob Hubbard: hi Henriette :)

Mirjam Neelen: Hi Henriette!

henriette kloots: hi guys :)

Christine Locher: #LTSF20 and the session #D4S3 on twitter : -)

Joan Keevill: Virginie - a little bit of mic popping. Could you move it further away from your mouth?

Caroline Singleton: @Virginie - please can you move your mic away from your mouth

Chris 2: Hi from Edinburgh! @Donald - just shared the Mega Mantra from this morning's session with my Relisence Team - it's now our mantra for today - they loved it - thank you for sharing!

Laura Watkin: Mirjam I am currently reading your book "evidence informed learning design" - a great collection of the research in practice

Caroline Singleton: Much better thanks

Joan Keevill: That's better!

Mirjam Neelen: Thanks, Laura!

Katherine: Thank you that's better!

Joan Keevill: 240? The chat will move fast then!

Marla: That's better.

Alicia: Hi from Birmingham!

Brenda Duffy: Hello from a very cloudy Halifax in the UK

Valerie Merrill: hello from London

Anita: Hi from Southampton

Delphine: North Carolina

Carrie (@CarrieAWalton): @JoanKeevill - Hi *waves*

Valerie Merrill: welcome to you

Krys Gadd: Hi @Henriette

Rita: Canada

Krys Gadd: Hi @Mike Collins

henriette kloots: hey krystyna *waves

Mike Collins: Hey @Krys *waves*

AndrewJacobsLnD: It's like my whole PLN is here.

Laura Watkin: This is SUCH an important topic - too many L&D folk have no idea of what practice is effective and why

Mike Collins: ne nice if we had emoji's on adobe chat

Christine Locher: *waving too : -)

Joan Keevill: Hi @Carrie!

Mike Collins: saves typing *waves* lol

Krys Gadd: Hi @Andrew

Antonio Palacios: Neuroscience!

James Booth: @Mike - look at the top of the screen where the hand up is, drown down arrow, there are emojis there

Joan Keevill: Thoroughly agree, @mirjam!

Mike Collins: Yeah but they don't appear in the chat James only to the facilitator

Donald H Taylor: Chris 2 - my pleasure, but please credit Fiona McBride, it was hers! (Although I've often used something similar)

Michael Main - D2L Brightspace: Another hello from Edinburgh : waves:

James Booth: @Mike - we use them in virtual classrooms a lot, helps get a round rbin input without spending ages waiting for typed answers

Laura Watkin: Liked the greyed out text - nice balance of attention on what you want while supporting those who want to review

Christine Locher: oh god the good old "training = repair shop" view...

Antonio Palacios: Agree! First question when I am asked for training is "Why?"

Christine Locher: Right next to the "training as pizza delivery" view, where people phone in 2 days of time mgmt with extra olives and cheese

Joan Keevill: @Christine but the repair shop is marvellous!

Mike Collins: Yep get that, very useful as visual cues etc my point was using emjoji's in chat between attendees like on WhatsApp :)

James Booth: if you need help with the session please ask here

AndrewJacobsLnD: Worse is we call it learning and this frames learning really badly.

Christine Locher: Also, is it training? Often, the challenge sits somewhere completely different...

Christine Locher: @mike I miss emojis too...

James Booth: @mike - that's coming in the next version of the app

Nick Denholm: @Antonio fully agree. I always ask 'what is the business problem you are trying to solve?'

Mike Collins: 'blame training' lol

Mike Collins: @james - whoo hoo :)

Christine Locher: you don't change behaviour by telling folks one more time or by SHOUTING LOUDER.

Gary Norris: Hi Mike. Fancy meeting you here!

Mike Collins: Hey @Gary *waves* (in the absence of a wave emoji) ;)

Christine Locher: Great group on here by the way!

Karen Lloyd: Morning all.

AndrewJacobsLnD: #3 on Charles Jennings list http: //charles-jennings.blogspot.com/2010/04/five-barriers-to-effective-learning-in.html

Joan Keevill: If I'm quiet on here, folks, it's because I'm tweeting!

Dawn Smart:

James Booth: @Christine, interestingly, not everyone thinks of capitals as shouting

Laura Watkin: Couldn't agree more on the third point - actually here you want to almost eliminate learning to achieve a quick fix easily. Learning is hard and takes thinking.

Christine Locher: ohhh interesting, James!

Roz: James, I can hear everything perfectly in each webinar, and I can vote, comment etc. I can never see any of the slides though, although sometimes see a presenter move their cursor across the screen, any ideas on why that might be?

Laura Watkin: Want to know more about cognitive science related to learning - education sector has so many free resources. ResearchED home on YouTube is SUPERB.

James Booth: @laura - agreed, learning by rote is not thinking or understanding

Kevin R: THks for the Charles Jennings share, Andrew jacobs

Dawn: Hello al, can I ask if the Defence community is well represented here? We often cut training, then we try to resurrect, then we cut....and so it goes on....

Mike Collins: Thanks @Laura will check that out :)

James Booth: @Roz - I think Flash player is disabled on your computer - apple or windows

Keith Colvin: Dawn also happens in the corporate world

Roz: Ah ok, thanks James - I'll look into it :)

James Booth: @RFoz are you in the app or browser?

Mike T: Do we understand what the issue was in the first place?

rjh: Scaffolding learning design

AndrewJacobsLnD: @Mike T - Exactly. Definition of the language is important here. We've moved from training to learning interchangeably and they're different activities in their own right. And, it assumes it's a knowledge gap problem.

Joan Keevill: https: //www.amazon.co.uk/s?k=ten+steps+to+complex+learning&adgrpid=54717574298&gclid=Cj0KCQjw9b_4BRCMARIsADMUIypMn3QETFeasMlQaDFGnJ9q3KzS5FlWY1XSuVifUtJBKecXPMTNL1kaAqgoEALw_wcB&hvadid=259095033079&hvdev=c&hvlocphy=1006786&hvnetw=g&hvqmt=e&hvrand=11470601787216235617&hvtargid=kwd-298900747622&hydadcr=10371_1789283&tag=googhydr-21&ref=pd_sl_3px931i3pt_e

Dawn: Kevin, my experience of working with corporate partners always puts us to shame so my impression is that they are better!

Michael Main - D2L Brightspace: That's concerning to hear Dawn but not by any means unique, unfortunately!

Mike Collins: @rjh - genuine question - why call it scaffolding learning design and not just learning design?

Donald H Taylor: Ten Steps to Complex Learning: https: //www.amazon.co.uk/s?k=ten+steps+to+complex+learning&adgrpid=54717574298

Michael Main - D2L Brightspace: I suppose it depends on longer term strategic aims. Do you feel the initiatives being brought back as a knee jerk reaction to what's going on in the org?

Mike Collins: @rjh - ah I'm listening and learning

Laura Watkin: @Michael - my understanding is that scaffolding is a specific term to describe the tolls you provide e.g. checklists/templates as part of the overall learning design.

rjh: @mike collins I was trying to say move it from the simple, i.e. single skills to the more complex, i.e. putting them all together into one activity.

Laura Watkin: *tools not tolls

Laura Watkin: *tools not tolls

Jonathan Parsons: Unless I've missed something then, all that was missing from the previous slide was the overarching objective that put the sub-objectives in context. Have I missed something?

Mike Gray: try to buy the book from an independent - Amazon has enough of the market share : -)

James Booth: @ROZ https: //helpx.adobe.com/flash-player.html

Tom: My current experience, as a programmer, is that nobody is actually interested in learning to code better. There's too much of a 'bodge it' and 'make it somebody else's problem' attitude to making code. Any attempts to improve that tends to be met with "stop being academic and be more pragmatic" - neglecting the fact that pragmatism is about facts, just like academia.

James Booth: @Tom - interesting. I found that peer pressure in the coding world was the biggest change agent

Mike Collins: Thanks @Laura @rjh I guess where I was coming from was there is always push back on specific L&D jargon and buzzwords and actually the 'business' don't care what it's called or it can put people off - do you ever find this?

James Booth: @Tom and when major tech changes came along people learned that and added some coding style improvements at that time

Dawn: Michael Main - the longer-term aspect is a good point, my industry changes pers/roles every 2 years or so....and everyone wants to make a good impression/change something/be recognised. That has particular challenges for training.

Antonio Palacios: @Atrid: So many instances where microlearning is really job aid... How

do you define microlearning and why do you use it

  Nick Denholm: I find Design Thinking Methodology to be a really effective approach to learning / capability interventions

  james poletyllo: @tom learning is rarely an outcome - getting the job done is the outcome and rewarding individual takes rather than holistic performance reinforces this

  Joan Keevill: Scaffolding=support

  Tom: @James I think the dilemma is the rise of companies like Gartner, who tend to drive companies in a direction they want rather than actually observing market trends. To be fair, this may be a company culture thing for me. I think my issue may be that I work with junior developers who haven't seen most of the tools and practices we use and are kept in the dark about them by a lack of training

  rjh: I am somewhat confused, the presenter seems to be arguing against breaking down complex to simple component teaks, but then talks about training simple to complex,.

  rjh: tasks not teasks!

  Joan Keevill: Encourage learners to learn explicitly how to learn!

  James Booth: @Tom, I got the senior coders (OS developers) in my old org, to write a course together (1 module each) to describe how to code better, it was very well received

  Astrid: @rjh I am also a bit confused

  Michael Main - D2L Brightspace: @Dawn There's a brilliant article somewhere about how this is a major issue in the football world - long term planning when the average managerial tenure in the English leagues hovers around a year or so. I'll try to dig it up in the background, google failing me so far.

  AndrewJacobsLnD: Self-regulation seems to be a blend of self-direction and self-determination. This is where effective and competent curators are useful.

  Krys Gadd: Does this not echo the Johari Window - we don't know what we don't know?

  Joan Keevill: ...we also have imposter syndrome and put things out of reach

  Tom: @James Yeah, I wish I had the capacity to do that. My issue is, I'm actively ignored as the most senior dev because I use C/C++ and Rust primarily - everybody tells me that I'm using "academic languages" and I can't convince anyone otherwise haha

  Laura Watkin: How is 1 different to 3 please?

  rjh: But this also ignores that learning is rooted in the learner, this seems to be saying that learning needs to be imposed

  James Booth: @tom - they have to be shown language agnostic improvements

  Joan Keevill: Need to build self-awareness (Johari) and ability to critique and reflect on their own practice and learning.

  Laura Watkin: @rjh - I think the point she's making is that as learners we have some flaws

  Dawn: Michael Main - thanks, I'll dig myself

  Krys Gadd: Is this the same as self-directed learning?

  Tom: @james Oh yeah? I have been trying to explain coupling/cohesion and modular code to people but nobody seems interested haha. Just want to keep bodging together react apps

  rjh: @Laura Watkins but andragogy posits that learners need their own inate self-direction to value their learning as adults, the presenter seems to putting learners back in the realms of pedagogy.

  Stevie: I really don't agree most people are over confident. I have worked in L&D for over 10 years and I find most people downplay their knowledge and skills.

  Dawn: Michael - this one? The Effects of Managerial Turnover: Evidence from Coach Dismissals in Italian Soccer Teams De Paola, Maria and Scopa, Vincenzo

  James Booth: @Stevie - I find it varies from client to client (my clients are training functions)

Joan Keevill: I think self-directed learning is called heutagogy.

Krys Gadd: @Joan I know what it is called but how does it differ? Not sure this is clear...

Carrie (@CarrieAWalton): Heutagogy = to lead oneself.

Anita: The school system has a role here, it drums into us that there is one right answer to things., often ignoring prior knowledge. No wonder we struggle to self-regulate our learning as adults

Michael Main - D2L Brightspace: @dawn it was an English study but I'll check that one out! Good allegory for the corporate learning world, it's just that particular industry iterates much more quickly than others. Lots to take away (even if it's how not what to do)

Steve Skarratt: @joan. Awesome. Never knew that. Every day's a school day!

Carrie (@CarrieAWalton): Pedagogy - to lead the child, andragogy - to lead the man, heutagogy - to lead oneself.

James Booth: @Anita - schooling is changing, but, not fast enough imho

Carrie (@CarrieAWalton): ish...

zsolt: @Peter Visser - thank you for the sare on 70/20/10 - great resources

rjh: or autodidact

Roz: Thanks so much James, I have followed the instructions and allowed flash but still can't see the slides.

Anita: Let's hope so..

Laura Watkin: @Stevie I think there's some research that shows differences in public self-report vs private/anonymous response in relation to over confidence

Carrie (@CarrieAWalton): @rjh - heutagogy and autodidacticism are different things though.

Julie Wedgwood: Scaffolding omes from Vygotsky theory

Clair: Scaffolding - like Vygotsky's Zome of Proximal Development

Stevie: @Laura Watkin - that sounds interesting...

Kathryn Kelly: @Carrie, and check out Femagogy ;)

Else: @Carrie, thank you.

Carrie (@CarrieAWalton): @Kathryn Yes!!

Kate Pasterfield: Sorry I missed the start - where do we find the scientific evidence?

James Booth: @Roz - are you using the Connect app or a web browser?

Laura Watkin: @clair - might be worth reading this about Vygotsky's https: //learningspy.co.uk/featured/problems-zone-proximal-development/

Martin: please share the articles shown in your presentation

rjh: I don't really buy in to the presenter's definition of scaffolding, it's not really Bruner, gagne or Vygotsky.

Valerie Merrill: thank you really interesting

Clair: thanks for that @Laura - reading it now

Joan Keevill: Is the link for the discount just for attendees?

Roz: Hi James, I've clicked in from my calendar on outlook to join the meeting and then the URL

Steve Skarratt: Thank you. I disagree with some of your views and assertions but you have prompted me to do a lot more research so that I can either support my stance: O) or change it. I do agree that evidence is important, so not disparaging that contention, just am energised by the discussion.

James Booth: sorry to resize mid-session - but there has been a LARGE amount of input to share

Laura Watkin: Thank you. That's the response I was hoping for/expecting:)

Caroline Singleton: @steve skarratt - I agree

Peter Visser: thank you Mirjam: great webinar !

Donald H Taylor: Steve - I've been following your very balanced, thoughtful interaction. You've given me cause to think, too!

henny: The link for buying the book, is only for UK and US, Is it possible to get a link for buying the book for EU?

Laura Watkin: If anyone wants to talk more about research into cognitive science and what it might look like in practice feel free to follow me on twitter @TalentEdMagpie as I'm setting up some open spaces/discussions to connect L&D with education research

IT: Where can we download slides from previous sessions?

Diane: Getting learners to check their own progress is a great idea!

Laura Watkin: That's not me saying I'm an expert and certainly not monetised - wanting to create more space for vofolk to learn from each other and the research

Donald H Taylor: Laura - Have just followed

Laura Watkin: Thanks :)

Valerie Merrill: thank you again.

Tomoko: Thank you so much Mirjam! It was a great session!

Sam Hanley: Thank you - great session, very informative

Pau: Thank you!

Joan Keevill: Thanks, and merci!

Alicia: Thank you! This was great

Carol Ann: Thanks, Mirjam

Marina Vicente: Really interesting! Thanks Mirjam!

James Booth: @Laura - any alternative to twitter to get involved ?

Suresh Kumar DN: Great session Mirjam

Caroline Singleton: Thanks for the session and all the "chat"

Sean Ryan: Thank you

henny: Thank you Mirjam, very good!

Laura Bignell: thanks to you all

Kate Pasterfield: Thanks Mirjam, we love your book!

Kate: Thank you great session

Michael Main - D2L Brightspace: Thank you, Mirjam

chris 3: thank you

Bartłomiej Polakowski: Super cool! Thanks

Kemi: thanks

Virginie Chasseriau: 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/ltsf-conference/ltsf-20-conference-programme

Ariel Wrona: Thanks a lot Mirjam!

Anita: Thanks all

henriette kloots: thanks!

János Ollé: Thank you Mirjam, it was great :)

Paula Hughes: Great session, thank you Mirjam and Virginie

Laura Watkin: Amazing - thank you!!

Sarah Mumford: Thank you

Donald H Taylor: Our thanks go to today's sponsor, Thrive https: //www.thrivelearning.com/

Mirjam Neelen: Thank you everyone! I will do my best to answer all the questions

Kelley S: thank you

Rob Bedwell: thank you

Victoria 2: Thanks - that was excellent!

Christina: Thanks!
John Helmer: Thanks!
Meg Blacker: Thank you this has been really informative! And thanks for the great links.
Victoria: Thanks a lot, dear Mirjam, very inspiring and insightful!
Rob Stewart: Thank you so much.
Katherine 2: Thank you
Reena: thank you
Cath 2: Thank you
Gary Norris: Thank you