

LTSF20 D1S1: Learning at the crossroads: keep moving in the right direction

Nigel Paine - Questions

Donald H Taylor: Please feel free to ask questions here. I will put them to Nigel at the end of the session

Astrid: What techniques would you suggest to promote a culture of learning (as part of spreading the good virus)?

Tom: Are we essentially suggesting that, sociologically speaking, that not having your Maslow needs met and leads to a lack of self-actualization and reduced capacity to learn? Are we possibly looking at a symptom, within companies, rather than the full problem?

Vicky Johnson: So if we have employees who need to complete training, should we be creating it so they can complete in their own time (not a live training event)?

Cecilia: Is the perceived importance graphic relating to the UK only? or RoW?

Victoria Visser: How can a company institutionalise the learning time during the working hours? Would you have any tips, dear Nigel? What I see it that people doing the digital learning programmes end up doing a LOT in the free time.

Donald H Taylor: Great questions, please keep them coming!

Madhu Prasher 2: Is it not possible that some organisations have been claiming that they are concerned with wellbeing and belonging of their staff, but it only appears to be a tick box exercise?

Isobelle: How do we promote learning when you have large pockets of people disengage or have negative ideas around digital learning?

joseph bourlas: Agile learning

Mike Gray: agile is a project methodology not a form of learning delivery : -)

Den Hudson: @Mike Agile even though it is a method for work projects, you can apply it to the 'process' of learning design - IE incremental steps : D

Neena Lazarus: @Isobelle - just to share I am developing and moving to personalised learning experiences for my organisation as we have also had disengagement from employees regarding digital learning.

Isobelle: @Neena that sounds interesting!

Stephanie Jenkins: how do we convince business leaders to think / feel this way about I&D and give us the opportunities to move from courses to heutagogy

Natasia Hieber: !

Isabel 2: Is it possible for young employees to cultivate such a learning culture?

John Fleming: is it me or can anyone else not see the slide?

Alex Bailey: Our challenge is most of our learners are external, how do we encourage more of them to be generative learners?

Tom: Reverting back to my first question in here:

Tom: Fixed vs Growth - is this back to psychological needs not being met?

Cecilia: I find a lot of people are good with a growth mindset for the top three and

hopelessly fixed in the bottom two.

Martin Buursen: Nigel, it is always a treat and joy to hear you speak. Hope you are doing well! Greetings from The Kingdom of the Netherlands and let's get in touch soon!

Cat Dartnall: Do you think that without the psychological safety and belonging that you talked about earlier, then a fixed mindset is pretty darn likely due to those conditions? The Growth Mindset needs support to thrive

Den Hudson: @nigel Great to hear your voice again

Keith Colvin: Biggest issue is getting buy in from an old fashioned board.

joseph bourlas: A lot of people are not very serious and focused about digital learning

Carol: do you have any useful resources on supporting young learners so we are catering for them in the future?

Tom: So, would the fear of failure essentially boil down to the fact that our society and education system do not tolerate failure unless you keep doing something and eventually succeed?

Monica: What learning approach do you recommend for reorganisations / restructures?

Poh Kau: a paradox: there is a need for the learner to be strong in conviction in his / her learning growth and not be too discouraged by lack of affirmation vs there is a need to get the affirmation to continue to have the motivation / confidence to move forward

Juliana Foo 2: Learning culture is a derivative of organisational culture, which in turn is only as good as the people that makes the culture.

Ann Jones: Thank you very much, very interesting

Caroline h: The move to digital learning has been surprisingly successful for our organisation.

Carol Jamieson: Can we use the learning culture assessment tool? It says not without permission so can we have that please?

Caroline Singleton 2: Digital learning is my "bag"

Nigel Paine: YES USE the Tool and let me know how you get on

Alix Harrower-Dees 2: Thank you so much : -) Good to feel I am not alone!

Juliana Foo 2: Thanks for the sharing!