

## **LTSF20 D5S2: Accelerating your career in L&D**

Donald H Taylor: LTSF20: D5S2, 17 July 2020

Donald H Taylor: Welcome to "Accelerating your career in L&D" with Lorna Matty, Zahra Clarke-Johnney, Kate Graham, Donald H Taylor and your facilitator Sharon Claffey-Kaliouby.

Donald H Taylor: We'll be starting at 14:45 UK time. The session will finish at 15:45 UK time.

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

Donald H Taylor: Our thanks go to today's sponsor, Cornerstone onDemand <https://www.cornerstoneondemand.com>

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

Mohammed Naveed: wohoo first one!

Sean Ryan: Hi

Robin: Hello everyone

Sean Ryan: The Link is nor working

Uzma: hello all

Marina Vicente: Hola everyone!

Louise W: Good afternoon

AndrewJacobsLnD: Hello wonderful panel!

Kate Graham: Hi everyone thanks for coming!

Sarah B: Hi everyone!!

Di Bullman: Hi everyone

Rachael: Hi everyone

Paulina: hello All!

Carol Ann: Cloudy in Hertfordshire UK

Kate: Hi from sunny Woolwich

James Booth: Today in Kent UK , its HUMID and sunny !

@arashmazinani: Hi from Leeds, UK

Jonathan: afternoon all! London, only some cloud cover so we're winning today

Belinda Parish: Hi from sunny Portsmouth UK

Wojciech Bednaruk: Dzień dobry from sunny Warsaw

Shaun Delaney: Hello from warm Chatham, UK

Rachael: Rachael from sunny Solihull, UK

Michelle: Hello. Sunny and warm in Denver CO

Sean Ryan: Rainy Dublin

Mohammed Naveed: amazingly sunny ... in Derby!? wow I'm shocked

Steve 2: abedeen - sunny, raining then sunny then raining then a bit of wind then rain

Paulina: London and the weather is beautiful today :)

Jack: good afternoon all, Jack from Yorkshire and is dry for a change

Carole McColl: From Fareham lovely and sunny

Uzma: Lovely and warm from in Berkshire, UK

Sam 3: Osterley

Emma: Hi all, from a (finally) sunny Cambridge :)

Angela: gloomy in Durham

Nataliya: Hi everyone from Belgium! it'd warm but cloudy  
Declan McConnell: Hi everyone, I'm Declan from Glasgow, UK. Raining here are usual  
Marie: County Durham - UK  
Jacqui Bean: Hi all, it's Jacqui from sunny Reading (UK)  
Lawrence Thompson: Hi from sunny Northampton, England!  
Laura Bignell: Laura here in muggy south east England. Hello  
Göran Bolinder: Cheers from one of the first real summer days in Sweden!  
Lorna Matty: Hi everyone and thanks for coming  
Geoff Hopcraft: Sunny Cambridge  
Else: Hi, I'm Else from sunny Copenhagen  
Louise W: Sunny Buckinghamshire  
Naomi Nunan: Hi Brighton UK Lovely sunny day  
Craig Pakes: Hi all, lovely sunny afternoon in Lincolnshire  
Katherine: Newcastle upon Tyne, Northeast  
Liza: Hi from Edinburgh  
Andrew Jacobs LnD: Sunny London in the garden with Test Match Special on in the background.  
Sam 3: echoooo  
Will Dixon: Hi, Cambridge, UK, a bit of sun  
Di Bullman: Leeds, UK. A bit cloudy but pleasant :-)  
jason-louise graham: hi from Belgium  
Sam 2: Sunny just outside Aberdeen  
Marina Vicente: Barcelona! Cloudy ;(  
Robin: Barbeque is primed - North Wales  
Alejandro Castillo: Bogota, Colombia  
Shailendra Nigam: Shailendra from India, hot and humid  
Paul Dunne: Hello from cloudy Dublin!  
Karan Virdee: Hello all, Karan from West London, UK. Sun shining here  
Tracy: Hi everyone, Tracy from Lancing west Sussex - very sunny :)  
Laura Murphy 2: Hi all - happy Friday! Laura in Edinburgh.  
Sylvie Bissonnette 2: Hi from Montreal!  
Donna: Greetings from a coolish-California morning  
Kriti: HI...this is Kriti from India  
Natalie: Hello, I'm from cloudy Manchester, UK  
Mary Lewis: Hello everyone from sunny Cheltenham, Gloucestershire, UK  
Craig Pakes: Happy Fridaaaaaay!!  
Liz: Hi from sunny Hampshire  
Borbala: Hi, this is Borbala from Debrecen, Hungary  
tommag: Hello from Poland - sunny  
Olivier Nourry: Hello everybody, i'm from France  
Elena: Hi all from London!  
Virginie Chasseriau: Hi Everyone, calling from Woking, Surrey and it is sunny :))  
Honor Lewis: Hi from Tamworth Staffs  
Uzma: (Hi Jacqui Bean, I'm from Reading too! Yay for the sun)  
Kim Ellis: Hi all from Huddersfield  
Piroska Down: Kidderminster, UK  
Laura Farish: Hi. Laura from Reading, UK here. Nice and sunny...

Jade Berry: Hello from Notts  
Borbala: bit cloudy here in Hungary  
vicky Harris: hello from Chelmsford!  
Sofie Martin: Hi from sunny London :)  
Maura McMackin: Hi from rainy Belfast:)  
Vanessa: Hi everyone, calling from Brighton!  
Mohammed Naveed: thank you for you guys who have been amazing!  
Jacqui Bean: Hey Uzma :)  
Lola Barlow: Hi all, from the Wirral :)  
Dominika Bijos: Sunny Poland indeed! @tommag  
Uzma: Laura Farish, from Reading too... so many of us :)  
tommag: dzie DObry :)  
Claire: Hi from sunny Kent  
Sam Worboys: hi from cloudy Newcastle Upon Tyne  
JOSÉ G. VARGAS-HERNÁNDEZ: thanks a lot JOSÉ G. VARGAS-HERNÁNDEZ,  
University center for economic and Managerial sciences, University of Guadalajara  
tomi kassim 2:Hi from Nigeria  
Harald Sprengel: hi from Antrim, Northern Ireland  
Rachael Mannion: Hi everyone from sunny Warrington  
Jacqui Bean: Ahhh! I'm a Jacqueline.... but, only to my mum!  
David Kirby: Hi from Clitheroe in the Ribble Valley  
Donald H Taylor\_Computer: Donald H Taylor: Our thanks go to today's sponsor,  
Cornerstone onDemand <https://www.cornerstoneondemand.com>  
Mark Nilles: Hello from Baltimore, MD USA  
JJ: Hello from Raleigh, NC USA!  
Liz Brant: Hi from sunny Hampshire  
Clair: Hi from Dubai  
Constantin Jahn: Hi from Düsseldorf, Germany  
Evan: Hello from Suffolk!  
rory miller: Hello from south west London  
Natasia Hieber: Hello from London  
Tom Pieroni: hello from another one in London  
Amy Lowe: Hi Evan -I'm also in Suffolk!!  
matilde: Hi from sunny London :)  
rjh: It's me I am ion Kinoulton, its warm  
Donald H Taylor\_Computer: We'll be picking up questions from the chat panel here,  
but also in the question panel on the left.  
Vicky: Hi from Norfolk!  
Donald H Taylor\_Computer: <- if you place your questions here, then Sharon will  
pick up on them and hand them to the panel  
Uzma: Hi Vicky  
Laura Harvey: Hi from Suffolk (seems to be quite a few of us!)  
Mark Nilles: what is this  
Donald H Taylor\_Computer: Mark - sorry, I don't understand the question  
Mark Nilles: that was my son--sorry  
Uzma:(lol) that's familiar Mark, don't worry! :D  
Donald H Taylor\_Computer:hahaha, no worries, Mark. we've had worse from  
children on here! :)

Uzma: ahem... lol

Donald H Taylor\_Computer: No names, Uzma :)

Uzma::D hahahaha

Sarah Ratcliff: Haha, Usma, you have made me chuckle a few times this week.

Dominika Bijos: Mark's Son - the disruptive thought of the day, trying to make us all question (whatever we interpreted it as)

James Booth: We are using a different type of Q&A box today as there are so many questions we need to filter and control them for the panellists to see them easier, hence you will not see all the questions asked by the whole audience

Andy Hyde: Zahra was a fantastic member of the 30U30 cohort this year! Glad to see you.

AndrewJacobsLnD: There are some great people in the people function at Southwark Council. I worked with some at Lambeth Council and they're passionate about development.

Mark Nilles: @Dominika--the other day he asked about the meaning of life...definitely keeps us on our toes

Bethany Paterson: Lorna is quite quiet, is that just me?

Chloe: any chance Lorna can position the mic closer, is a bit fading in and out..

Zahra Clarke-Johnney: Hey Andy. So happy you could join :)

Chloe: Don's got his hand up!

James Booth: yes

Chloe: yes

Jonathan: a little

Vicky: yay!

@arashmazinani:yeah

Lawrence Thompson: yay

Vanessa: yay

Jacqui Bean: Yay

David: Yay

Kriti: yup

AndrewJacobsLnD: Yay

Travis Groom 2:Yay

Laura Farish: Yay

Diarni Matthews: YAY

Robin: No worries

Else: yes

Rob Stewart: Yay :)

Chris Minter: BETTER! :-)

Jonathan: but I have someone from the council chopping down a tree in the background so maybe just me

Sarah Ratcliff: Great way of looking at it.

Sam Hanley: Great idea to align in that way

Constantin Jahn: Great perspective Lorna, thank you for sharing this!

Elizabeth: Customer Centricity - so important!

Laura Farish: We are also focussed on client-centricity. Great advice.

@arashmazinani:love the idea

Uzma: Thanks Lorna that's great advice

Debbie: great advice

James Booth: We are using a different type of Q&A box today as there are so many questions we need to filter and control them for the panellists to see them easier, hence you will not see all the questions asked by the whole audience

Wendy: Fantastic Lorna, thank you

Lorna Matty: Sorry about the sound issues everyone. Normally I am not quiet :)

AndrewJacobsLnD: @Lorna...we know. :-)

Donald H Taylor\_Computer: :)

Kate 2: Fab advice Lorna - Thank you

JJ: Yes! That is exactly how it is in my organization & quite frustrating as I would like to advance. The only way I'm seeing to advance is change organizations (which I'm doing & actively applying!)

AndrewJacobsLnD: More CEOs come from finance director positions - the lack of female finance leads is part of the problem.

Vanessa: Yes JJ - same issue, had to move departments to move up!

Sarah Ratcliff: It's a shame you are feeling that level of frustration JJ.

Sarah Ratcliff: Great point Andrew

JJ: It is, sadly. Feeling quite demotivated & struggle to be at my best for my clients

Tracey Hamnett (BT): I find most L&D areas tend to have a more women presence, is that the same for others? ( the wider business is different)

Laura Farish: I am in an L&D team of 5 - ALL women

AndrewJacobsLnD: Kate is a S.T.A.R.

Lorna Matty: @andrewJacobsLnd - cheeky:)

James Booth: article on medium.com yesterday about how having side hustles is vital to getting a job nowadays

Dave Brown: @Tracey agree. My last three L&D managers (and their managers in turn) have been women

Tracey Hamnett (BT): thanks Laura

Mary Lewis: @Tracy: the last company I worked for in L&D the team of 4 were all women

Kemi: @Tracey- yes tend to be more women in L&D

Michelle Parry-Slater: @JJ I am sorry to read your frustration - getting a name for yourself independently is really beneficial - try #LDinsight on Twitter Friday 8-9am UK time. Kate's side hustles are a great example.

Uzma: Keep at it JJ

Michelle: @James Booth - Do you have the link that you could share?

AndrewJacobsLnD: @Sharon, I agree entirely.

Kate Graham: @andrew You're too kind, thank you :) :)

Vanessa: @Tracey agree, but at the same level, when you go to director, senior level they're all men

Vanessa: re side hustles, is it really vital? I struggle with the idea of dispersing yourself to be heard

Michelle Parry-Slater: Not always women at the top levels though.....

Nigel Paine: Not so much learning mindset as a growth mindset: i.e. a belief that your staff can learn and can grow

JJ: Thank you all for the encouragement & ideas! @Michelle Parry-Slater, I will definitely check it out. Maybe on replay as I'm in the states :)

Kate Graham: @JJ sometimes the best way to get ahead is to get out!

Tom Pieroni: @Michelle, that's been my experience. I work closely with many

female colleagues, but there's a point of seniority where it's been solely men

JJ: That's my feeling at the moment @Kate!

Kate Graham:@JJ It is frustrating but sometimes to be perceived differently it's the best way

Michelle: Great article on managing your career like a business: <https://www.geraldwalsh.com/blog?c=6-ways-to-manage-your-career-like-a-business>

Michelle Parry-Slater: There are great tweet chats in the US too. It is really about connecting to other L&Ders. It broadens your perspective and makes connections. Happy to connect @MiPS1608

Robin: Thanks Michelle

Laura Kedward: great discussion with a friend of mine after he achieved the highest grade of the year in his level 7 HRM qual (twice) - 90%+ are female. Is academia valuing the right skills to promote more women to this top of our profession?

Yvonne: Thanks for sharing Michelle

Kemi: info about side hustle from financial times---> Research suggests side hustles are no longer unusual. According to a 2018 Henley Business School study, 25 per cent of UK adults had a side hustle, which it estimates may generate income worth £72bn for the UK

Sarah Ratcliff: Thanks Michelle

David Kelly:@Vanessa - Is a side hustle vital? It depends. But I can tell you that many of the leaders in our industry have opened doors to the roles they want through the attention and reputation they have developed through their side work.

Sarah Ratcliff: Talking to people and exploring ideas is so very valuable. You find likeminded people which is fantastic.

Michelle Parry-Slater: I think that the L&D community is very generous and giving. Mutual relationships which Don is describing is very much my experience of L&D

Phill Chinf: I have noticed in my short time within L&D that a lot of practitioners have their own website outside of their day to day role, this is something that you would recommend in doing in order to push my career forward?

Sarah Ratcliff: Agree Michelle

Michelle Parry-Slater:@Phill speak to Andrew Jacobs on that one - daily blogs

Phill Chinf: Brilliant thank you

Chloe: Kate has her hand up!

AndrewJacobsLnD: Men in the room need to understand that the women here will need more help.

Liz Brant: which are the panel's preferred platforms for social networking?

Gemma: Can we hear what Kate has to say again before we move on

Tracey Hamnett (BT):One thing I have seen from Don over the years is going out and networking , networking isn't internal to the business you work in

Uzma: Good question Liz. thanks

AndrewJacobsLnD:@Phil Chinf [www.lostanddesperate.com](http://www.lostanddesperate.com)

Donald H Taylor\_2:Tracey - absolutely.

AndrewJacobsLnD: Thanks MiPs. :-)

Kemi: How are you all preparing skills wise for this whole digital online learning working from home bubble that we are all in?

Phill Chinf: Thank you Andrew

Uzma:@Kemi.. by attending these webinars! :D



JJ:I like that mindset shift Kate! Love building my #tribe

Michelle: When technical expertise and positions are equal, research shows that the power of your network will be a key distinguisher

Chloe: True, I've seen Don work that room like a master! So natural to him...

Donald H Taylor\_2: Phill - I would say definitely have a website outside work. That way you control your own profile, and build your relationships independent of your job

Jayne Davids: Joining L&D communities and getting involved has been hugely valuable both in receiving and giving support & advice. I would not be where I am known if it wasn't for my personal network. At first I used to sit on the fence and be a lurker but getting involved has made a huge difference.

AndrewJacobsLnD:@Kemi Practice, practice, practice and when you've done enough, practice some more.

Michelle Parry-Slater:@Kemi attending Learning & Skills Group Webinars years ago was my route in to learning sooooo much about the community.

Phill Chinf: Brilliant thank you

Sam 2:Great advice Kate

Uzma: seriously though Kemi, there are a lot of training out there, YouTube how to's webinars, on how to turn Learning design into online or blended learning..

Kemi: Uzma... Michelle...AndrewJacobs thanks- good points! :-)

Vanessa: Great advice Kate thank you

Michelle Parry-Slater: Cheeky plug for my community #LnDcowork too. There are so many ways to find your L&D tribe - it is just a case of looking.

Andy Hyde: Thank you, Kate. Excellent advice. I can balance priorities within my role, but for whatever reason it's more difficult outside of the "workplace"

@arashmazinani: #LnDCoWork is great

Juliette: Also, like a lot of things Kemi think about what you like from digital learning/webinars etc. and what you don't like. Don't feel you have to replicate others but cherry pick the best bits

James Booth: lots of questions coming in, thank you, we are trying to keep on top of them all, but there are over 300 people in this session so we will not be able to answer them all

Tom Pieroni:@Andy - I share that experience!

Michelle Parry-Slater: Thank you @arashmazinani Indeed it is

Sarah Ratcliff: The more you give, the more you get.

Laura k: definitely definitely. recommend Lost and desperate and following @Andrew jacobb

Kate Graham: BIG POINT I didn't say - side hustles can be internal too! It can be helping on different committees or initiatives - absolutely doesn't have to be external

Chloe: thanks @Michelle I will look, I definitely am in search of a tribe!

Kate Graham: It's all CONNECTING and COLLECTING people and experience :)

Michelle Parry-Slater:@Kate I hear you!

Gemma: What risks that you have taken with your careers have paid off? Which risks were worth it?

@arashmazinani:@Kate at my previous organisation me and a former colleague created an internal L&D podcast which we shared with the rest of our function. Just chatting about things we'd seen/heard out in the industry. Was a nice side hustle that often-attracted eyes/hears from senior leaders in the L&D function

Michelle Parry-Slater:@Gemma great question. For me it was going out on my own. But I only did that because I had 'colleagues' via Twitter connections so never felt on my own.

Kate Graham:@Gemma - I think if you're slightly outside your comfort zone then it's a risk. I started my own business in 2011 - then left in 2015. I also took on things like Learning Now TV which felt scary but I knew I would learn a lot - so I weighted up the risk vs the reward and did it!

AndrewJacobsLnD:@Lorna - Spot on. Personal development is a great opportunity to level people up.

Sam 2:when you feel like there's nowhere to go, what's the one thing you would do?

Kemi:@Lorna thank you for your reply, interesting that you are using a value based approach as a driver.

Zahra Clarke-Johnney:@Uzma yeah there are loads of webinars etc around. I've been joining the LPI ones most recently but there are lots out there

Donald H Taylor\_2: One other point on side hustles - if you're finding it too hard, stop. As Kate says, do what is important to you \*and\* what you do well. As you do it, you'll get better at it, and pretty soon you can deliver extraordinary value. Kate did this exactly this with the back channel at the Learning Technologies Conference, very rapidly making herself an invaluable part of the team.

Sarah Ratcliff: My biggest risks I felt were walking away from security when it didn't fit with my ethos.

Kate Graham:@Gemma If you can still pay your bills then chances are the risk is not that great so if finances are ok and you can 'afford' to try it then what's the worst that can happen? My business could have failed and after 4 years it was time to leave - but that's fine - it led me to where I am now

Liz Brant:@Lorna Hi:)

Constantin Jahn: How will screen time fatigue impact the movement towards digital learning/blended learning?

Kate Graham:@Michelle - excellent point about taking your network and connections with you so you don't feel alone

Lorna Matty:@liz Brant - hello back

AndrewJacobsLnD:@Constantin Cognitive load is a big issue that we need to take into account in the design.

Uzma: Agreed Zahra, the key is to look, if you're on the hunt.. you'll find it... but good places to look are LinkedIn.. YouTube.. If you just search transferring my F2F to online in google or YouTube. you'll get somewhere. Good luck

Sarah Ratcliff: I think the screen time fatigue will even itself out as we get back to a better blend of working. We have been only working on screens.

Kate Graham:@constantin - I think it comes back to need - if people really need that digital learning then it doesn't matter how screen fatigued they are

Michelle Parry-Slater:@Constantin I don't think it will impact negatively because people are already in the screen time place in their private lives. People like convenience

Uzma:@Sarah Ratcliff that's a good point.. one always wobbles at the 'what if's' but stay true.

James Booth: Kate is today's multi-tasking superstar - listening reading and typing concurrently!



Jonathan: shorter and snappier training helps. get rid of the 3-hour slogs and throw in independent activities. pen and paper where you can

Lorna Matty: @kemi - values is core to me being a L& D professional and I strongly believe L&D should champion the people agenda

Kate Graham: @James Booth - story of my life!

Stefanie Lietze: @constantin also you can intermix materials, we still have books and offline-materials to add

Virginie Chassériau: How to Navigate Zoom Fatigue With Colleagues and Friends, According to

Experts <https://www.goodhousekeeping.com/health/wellness/a33315095/what-is-zoom-fatigue/>

AndrewJacobsLnD: @MiPS The difference is motivation. I could watch videos for my fave band for 4-5 hours. I couldn't watch a webinar classroom for the same time. The motivation has to be V high to maintain that attention for that long.

Michelle Parry-Slater: @Stefanie really important point

Gemma: Thank you @Michelle Parry-Slater @Sarah Ratcliffe @Kate Graham I am getting very frustrated at the lack of career progression I am seeing in the ,last few years and out of sheer frustration I am beginning to think I need to make my own opportunities. A major risk but I need to do something.

Constantin Jahn: Thanks for the input everyone :)

AndrewJacobsLnD: @Stefanie - absolutely - multi modal is king.

Victoria: I have found the pandemic reinvigorating from a professional development perspective

Liz Brant: @virginie - thank you, great article

Michelle Parry-Slater: @AndrewJacobsLnD motivation AND great content - which is why you will watch your favourite band.

James Booth: Variety is the spice of life, and, also online classrooms !

Virginie Chassériau: @Liz, my pleasure.-)

Zahra Clarke-Johnney: For virtual classroom support - check out Jo Cook @lightbulbmoment. I joined a few of her webinars early on and found them really useful.

JJ: Yes, mix-media so to speak is important & what we've found successful in trainings; team work, individual homework, short 90 min sessions throughout the week training

Uzma: omg HR and IT .. actually, felt for those guys...

Virginie Chassériau: @Victoria, could you develop please?

Stefanie Lietze: has everyone here experiences with podcast in L&D?

Sarah Ratcliff: @Gemma - be brave but weigh it all up. Don't let fear be the thing that is stopping you. Plan your route.

AndrewJacobsLnD: @Mips - agreed. GDPR wouldn't do it the same for me.

Stefanie Lietze: \*any, not every :)

Michelle Parry-Slater: Yes @Zahra Jo Cook is fab

AndrewJacobsLnD: @Stefanie - I listen to dozens.

David: We will be reboarding for everyone, not just those on furlough. Coming back to physical workplace will be different for all.

Zahra Clarke-Johnney: @Uzma - you should have seen the queues outside IT the week before lockdown

Uzma: @Stefanie... yes some.. you looking to do some?

Michelle Parry-Slater: I hope so @sharon

Stefanie Lietze: thinking about to avoid screen-fatigue as well in the future

Sarah Ratcliff: BRAVO

Andy Hyde: @Stefanie - podcasts have been a tremendous win for our L&D team. Great for recommending existing podcasts, and the cost of developing internal podcasts as compared to eLearning modules is very low.

Chris Hall: Careful calling this an opportunity when thousands have died

Stefanie Lietze: thank you for your inputs!

Joan Keevill: Yay!

Uzma: @Zahra hahaha (one of those might have been me!)

Kate Graham: @Gemma Happy to chat about risk anytime offline :)

Liz Brant: @Zahra - you are right. This is the new normal

Tracey Hamnett (BT): @Victoria agree, it enables us to change mindset from a learning view remote learning was not an option for new hire, now it is and its works great with strong results that we can use to continue to learn in this , reducing TnS and improving work life balance

Joan Keevill: I think things are changing even now. People are so much more used to #WFH and being on screen, it seems odd to not have video.

Uzma: @stefanie .. podcasts are great... listen to them on the tube/commute. while driving etc..

Tracy: I feel more confident working from home. how do others feel?

Uzma: @tracy, I don't wanna go back!

Uzma: That commute...

Dawn Thompson: I was waiting for the kids to be a bit older before I 'got back on the bus' Had a 6-year partial break as they approached secondary school but the home-working opportunities have allowed me to step up, I've moved companies and gone back to Trg Consultancy, which is no longer dependant on short-notice travel requirements.

Sarah Ratcliff: Such a rich discussion on this panel.

Tracy: @uzma :)

AndrewJacobsLnD: @Joan Video can be exclusive. Someone in a small room with poor lighting and environment will be less likely to show their circumstances.

Kate Graham: When we asked L&D leaders what has proved the most successful during the pandemic, video came out on top - interestingly it seems production values are becoming less important - just in time is key!

Tom Pieroni: I said this in a session the other day, I can't way to go back to work. But I'm in a tiny flat where I spend most of my life roughly 3ft away from my bed

Laura Farish: Yes Tracy, I feel more confident at home. And it's SOOOO convenient for the rest of my life!

Michelle: Excellent comment from Sanjay Sarma, VP Open Learning at MIT, who said we should be really concerned that it was relatively easy to migrate to virtual. It shows that we aren't investing in engagement and experiential learning as much as we should

Travis Groom 2: I hate and love working from home. I miss people and social interaction. I miss the productivity of a war room when starting a large L&D project. I don't miss my commute.

AndrewJacobsLnD: @Tom Exactly.

Sean Ryan: Working from home works well for me, with the conferencing tools it

actually makes thing easier Sharing screens etc

Uzma: @Tom I would work from my bed!

James Booth: Commuting in peak times is environmental unsound, it creates peak demands that are wasteful

Michelle Parry-Slater: @Joan that is really the biggest change in the Coronavirus legacy - the levels of acceptance of video from people's homes. Before it may have even been invasive. It is not easy for everyone, but it has certainly changed.

Mohammed Naveed: I love working from home and I work to ensure colleagues have information and knowledge they need .. whilst working from home.

Tom Pieroni: @Uzma, I tried it! You lose the novelty by day 2 ha!

Iffaf Khan: The best part of attending learning technologies webinars is the observations in chat. I have learned a lot so thank you to everyone this week. It was so nice to meet new people and see old friends

Kate Graham: Curated content and mobile were just behind video

Angela: I hate working from home... I need to work with people.. cannot wait to be back in the office

Sam 2: I love these sessions and probably got more than I would from a conference (and I didn't need to ask for expenses, asking for time is much easier)

Robin: Adopt - Adopt ..... missed the third one!

Vanessa: Sam, same here

Uzma: @James.. such a waste of time. It's far too valuable. I have always believed a lot more of us could be working from home..

Asif Channa: Advance

Kim Ellis: I love working from home as long as I have my music playing

Sean Ryan: I've started sleeping on the sofa to cut down on my commute ;D

Robin: Thanks Asif

Kate Graham: @Sean LOL

Tracy: @Sean lol

Alison: I know people who are spending 8 hours a day working with a laptop on their bed. Whilst I love working in my spacious, well-appointed home office, not everyone is in that position.

Zahra Clarke-Johnney: And not just in learning, at Southwark we are reviewing everything. Many services thought being remote wasn't possible. Now they've seen it is possible and even be better in some cases.

James Booth: I have primarily worked at home since 2002

Tracey Hamnett (BT): @sam 2 - agree these session enables more collaborating and sharing, this isn't always possible face to face with large audiences

Uzma: @angela - you are right in a way, I miss the face to face.. the personal touch.. but now I will balance it with efficiency :)

tom t: As someone who's come from graphics and animation, I think the software is a bit behind but the good thing is there's room to improve. I think there's a lot more that could be done

Dave Brown: I've moved from working at the office with some WFH, to WFH with some working from the office. I prefer it this way around. Best of both worlds.

Victoria: Yes @Kate curated content has been very much part of our response

Jayne Davids: @Gemma, sorry to hear of your frustration, have you considered having a mentor? Happy to connect, I volunteer for the eLearning Network and manage the mentoring program

Asif Channa: @Robin You're welcome

Uzma: @tom .. cue the software developers?

Elizabeth: So true @James Booth - there are a lot of environmental advantages that come with working from home. As well it means that in the future people might not need to live as much in cities any more but can revive rural areas!

Sharon Claffey Kaliouby: You ALL are amazing - I just can't keep up with it all: )  
OUTSTANDING!! Keep it up!

Phill Chinf: WFH is better however I work in a business that struggles with technology and so we have been doing social distance classes. From the online classes I have found it at time difficult to gauge the learning of the group

Kim Ellis: Thank you all very much, have to pop off for a call.

Michelle: As L&D we've got to cut down on the noise. The solution shouldn't be to always build something new to think about how to intelligently curate content

Alison: As a freelancer, I have found it more difficult to understand the culture and workplace norms of a new client whilst working completely from home.

Uzma: @angela. for sure. There needs to be space and time for spontaneity.

AndrewJacobsLnD: @Kate - Trust me, many orgs have NO idea what they want right now. C-19 has really fractured the recruitment market in learning.

Tracy: Started my new job during covid19 and have never even seen the office, but feel so connected with the team already. Love working from home

Tasmin: @sharon could you repeat the 3 'E's you just mentioned please : )

James Booth: The chat has been archived, it has not been lost.

Roz: I'm finding this webinar very uplifting, there is so much doom and gloom out there at the moment, thank you : )

Sharon Claffey Kaliouby: ENGAGE EDUCATE& EMPOWER!

James Booth: Sorry but the chat was filling up - very a very chatting audience, hence I've archived it speed the chat response up

Liz Brant: @Roz I agree

Tasmin: Thank you!

Sharon Claffey Kaliouby: I love the empower part --: )

Carol Ann: Engage, Educate, Empower, Adapt, Adopt, Advance

Sharon Claffey Kaliouby: Feeds my soul and hearing from all of you today!

Michelle Parry-Slater: @Lorna how interesting

Sharon Claffey Kaliouby: @Carol Ann - you have it! ;)

Tasmin: I love both of those sets of words

Donald H Taylor\_2: One key skill for the future is being able to have what I call 'data conversations' with the business. Here's a clip from the Learning Technologies Conference in February, where Guy and Derek are talking about data right: [https://www.youtube.com/watch?v=1bTB5PJQg8k&list=PLouQOQilxgr86l5bc23-8u9j0udl\\_yrpr&index=29&t=0s](https://www.youtube.com/watch?v=1bTB5PJQg8k&list=PLouQOQilxgr86l5bc23-8u9j0udl_yrpr&index=29&t=0s)

Michelle: ID + Learning Experience Design

James Booth: I design online events from an audience perspective, and that includes learning events

Elizabeth: Unfortunately we have a lot of Instructional Designers that are just designers and no real experience in instruction and L&D : /

Tracey Hamnett (BT): Lorna - do you feel is you don't have the balance I/

Tracy: @Lorna so true... use your skills and adapt

Sarah Ratcliff: I use all my skills and keep adding to them as we evolve forwards.

Lola Barlow: I have known a lot Instructional Designers helping out with Virtual Classrooms since we have been working remotely : )

Kate Graham: @Roz There is a HUGE opportunity for L&D now! I'm so glad you're finding the positive here : )

Joan Keevill: @Donald - will the chat be saved and shared?

Sarah Ratcliff: Hi Joan, yes all the chat will be saved

Tracey Hamnett (BT): I will finish now lol Lorna it's about balance as I have seen some ins designers who don't stay close to F2F and don't do digital justice as they don't always move with an adult learning zone ( I don't call ours training rooms now )

Phill Chinf: How do you gauge the learning from the group when completing a remote session. Sometimes I find it hard to see their reaction

Sean Ryan: I Agree Lorna, as an accidental instructional designer, I create my content based on the way I would present in a face to face session

Lorna Matty: @lola barlow - fab. Has it worked out well?

Donald H Taylor\_2: Here's an image of my views of the opportunities and risk around the three stages of Adapt - Adopt - Advance: <https://twitter.com/DonaldHTaylor/status/1256131933962153984>

Laura Farish: Totally agree Zahra - we all need a bit of fun! Especially now.

Debbie: So much great information, links and advice!

Donald H Taylor\_2: Donald H Taylor: The recording, slides, chat and other supporting documents will be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Evan: Instructional design is a component of great performance consultancy, it just depends how you define instructional design.

Donald H Taylor\_2: The recording, slides, chat and other supporting documents will be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Debbie: @phill - yes same - so difficult

Vanessa: Dropping off, thank you for a great session everyone, have a great weekend!

Joan Keevill: @Don

Uzma: E-Learning Heroes do an Instructional design intro

Uzma: <https://community.articulate.com/articles/an-introduction-to-instructional-design>

Sarah Ratcliff: We are all very passionate about what we do, which is quite lovely.

angela: I need to dial off but this has been great thanks a lot everyone : -)

Michelle Parry-Slater: me too - happy to talk to anyone wanting to go it alone

Uzma: @angela all the best

Kate Graham: Hit me up on anything any time folks : )

Amaka Ozougwu: What are the tips for someone who is about to go into L& D.



Planning to move into L& D

BRENDAN: POWERFULLY LATE ARRIVING. My loss and apologies..

Uzma: hahahaha

Sarah Ratcliff: @Amaka, immerse yourself in as much as you can, and take every opportunity to practice skills

Lola Barlow: @Lorna Matty - the feedback I've heard from our internal ID team has been really positive and they have really enjoyed getting involved with the VCs as a nice break from content design : )

Lorna Matty: @lola barlow - fab

Laura Farish: Unplugging from work is definitely harder when working at home

AndrewJacobsLnD: @Brendan - definitely worth catching up with the replay.

AndrewJacobsLnD: @Laura - Very much so - no commute.

Megan Sutton: Absolutely the same with the time out Kate - I let myself do some later if I need to!

Rob Clarke: It's tough - ring fencing important

Chloe: @Laura agreed, I am rubbish at switching off...

Jayne Davids: LDInsight Twitter chat this morning 'What have you been doing to look after your mental health during lockdown. Wonderful answers, shares & ideas. You can review #LDInsight. Join in every Fri 8am UK

Michelle Parry-Slater: Dog walks is my advice!

Amaka Ozougwu: @ Sarah, thanks

Katherine: Flexi Labs are who I did my Instructional Design course with , they were really good, great course, learnt a lot, they do a bit at the end with Articulate and how to use it, it wasn't very expensive, this was online as at the start of lockdown prevented face to face worked out great due to the subject matter

Donna: Thank you for a terrific session. Always inspiring to hear from and connect with other passionate L&D professionals.

Sarah Ratcliff: I am feeling we are an industry of workaholics here!

Stefanie Lietze: Thank you everyone for this terrific week! I learned a lot and can't wait to apply all those great insights!

Elizabeth: You all rock!! : )

Jade Berry: try Adapt - its free : )

Craig Pakes: I found a good strategy for getting tasks done for the day is to avoid checking emails first thing in the morning. I aim to work for at least an hour before glancing at my inbox. If it's urgent you'll get a call!

Jonathan: thank you everyone!

Michelle Parry-Slater: This is the real honesty - we are probably all needing to be better at looking after ourselves, because in L&D we focus our careers on looking out for others

Sean Ryan: When you're in the industry it's hard to say no to someone who needs your help

Donna: I've stopped saying "working from home" to "living at work" HAAA!

Chloe: TAP training for ID was ok as an online course but only you know if you have that Graphics ability! I can brief and create the content but I am rubbish at the design!



Sarah Ratcliff: Good for you Zahra

Laura Farish: Love that Donna!

Jacqui Bean: @donna - love it : )

Uzma: hehe good one Donna

Kate Graham: @Sean I get asked a lot and it is hard to say no but I think it's about filtering people who might just be 'using' you vs those who could really benefit from a mentor

Michelle Parry-Slater: @Donna Love it! We are not working at home. We are working in our homes during a global pandemic. It is different.

Evan: Great point on the social network channels!

Roz: Thanks Kate, just had a quick look at the Fosway Group website. I notice you are based in Cirencester. I love that part of the country! We spent some wonderful time at a cable ski there

Fiona Odame-Adjei: such a good point Lorna on social network

AndrewJacobsLnD: @Donna - YES!

@arashmazinani: Love the idea : D

LK: absolutely @Lorna

JJ: I support that idea @Lorna!

Chloe: def need a Virtual SLAP!

Kate 2: Totally agree re. hobbies @Lorna

Kate Graham: @Roz our HQ is there and it is lovely but as we're virtual I'm actually based in Cardiff : )

Geoff Hopcraft: Great point Lorna

TG: Loving what you do is such an unfair advantage : ) <http://tarunagoel.blogspot.com/2015/05/loving-what-you-do-unfair-advantage.html?m=1>

James Booth: this chat is inspirational, peer collaboration rather than competition for progress.

Kate Graham: LOVE that as a metaphor Lorna! You can always unpick things suzy: YES Lorna

Dominika Bijos: I use Work- LIFE INTEGRATION, instead of balance...

AndrewJacobsLnD: Have a hobby that doesn't involve a screen!

Michelle Parry-Slater: Hear hear Lorna. Bird song and air. Walking is the best.

Carole McColl: Mindfulness walks are the best

JJ: I've just switched to walking my pup without headphone. It's lovely to hear the world around me!

Geoff Hopcraft: Start every day with a walk, it has replaced my commute (which I strangely miss), and it sets me up for the day, and you see things that would normally pass you by...spot on Lorna

Rob Clarke: Walking during pandemic been great - peaceful - birds singing

Kate Graham: Also if you listened to Fiona McBride yesterday - yoga is amazing

Sarah Ratcliff: Just listening to the world.

Chloe: JJ you ned to talk to the Pup!

Michelle Parry-Slater: @james that is exactly my experience of the L&D community

Zahra Clarke-Johnney: Yeah, I've loved exploring the local area. So beautiful nature even in East London : )

Uzma: That evil commute.. just sucks the life outta us

Uzma: : D

Kate Graham: @Geoff I miss the school run for the same reason!

LK: agree @james booth

Sean Ryan: @Kate, agree but it is difficult. You sometimes feel like your letting people down or abandoning them.

James Booth: I sit outside in the quiet for 20 minutes every night before bed just absorbing nature - and, allowing the day's events to settle, this thinking time clears my mind for tomorrow

Fiona Odame-Adjei: don't miss the commute at all

JJ: @Chloe, yes! I talk to him like a like a human : )

Lola Barlow: Thank you to all of the panels for this session, need to dial off, good luck everyone : -)

Jacqui Bean: @Lorna - so true! Nature and exercise are great healers

TG: Lorna, great point on finding a community outside of the screen

LK: @zahra lots of nature to explore in east London!

Sam 2: I switched my commute for a walk/run/yoga - I don't intend to switch it back

Chloe: @JJ: it's the best! My dog is my silent Son! I never want to go back to an office unless I can take him!

Jayne Davids: I've enjoyed discovering where snickets/alleyways lead to around locally

Gareth Brown: Gardening

JJ: @Chloe, same! he loves adventures

David: Donald seems to have something to say

LK: I've just joined the e-learning network re mentoring

AndrewJacobsLnD: Need to leave - well done all!

Roz: Yes Jayne, we have found so many new walks in our area!

Katherine 2: Thank you all for your answers to my question : )

Debbie: @Roz - me too!

JJ: I'm looking forward to watching the replay of Fiona McBride. It was a touch early in the morning for me yesterday! I'm a closet Yogi!

Kate Graham: Thanks @Andrew - sorry we only just got to your question!

Uzma: @LK yes, I've seen that. It sounds really good!

James Booth: JJ - it was a great session, and, calming : -)

James Booth: I love the humanity of this panel : -)

Michelle Parry-Slater: @Don you are the industry's mentor!

Amaka Ozougwu: there is no substitute for a supportive team

Sarah Ratcliff: Yes he is!

Sharon Claffey Kaliouby: Be deliberate and intentional!

Marina Vicente: @Don eres el mejor ;)

Gemma: Fantastic advice @Kate Graham - Mentors are such an underused resource and you do have to ask for help

Chloe: Thank you Kate, that was reassuring to be intentional and honest for networking!

LK: @uzma great! let me know if you join too

JJ: You said it @Amaka!

Uzma: Yay

Sarah Ratcliff: It's a fab question

LK: @amaka agreed

vicky wheeldon: Uzma, I'm an ex-teacher!

LK: @uzma I'm in the same position - been trying for 3 years

Robin: Thank-you question

Kate Graham: @Chloe @Gemma you'll be pleasantly surprised I think - L&D people in particular are generally so happy to help - just ask for a virtual cuppa and go from there : )

Jade Berry: Uzma - I did! I took on a Masters in E-Learning to show that I was committed to changing my career

Amaka Ozougwu: So, my situation. so interested in this question

Jade Berry: Happy to connect on LinkedIn and discuss

Uzma: @ LK ,Vicky thanx

Uzma: OMG Jade, Kudos!

Kate Graham: @JJ Fiona's session is magic - I do her yoga every Sunday!

Michelle Parry-Slater: The switch required is pedagogy to andragogy - and then of course heutagogy

Michelle Parry-Slater: A commercial head is also needed, IMHO

Sharon Claffey Kaliouby: LOVE HEUTAGOGY

Uzma: (can you recruit me.. ? Kidding... sorry)

LK: @jade similar - I did a masters in Organisational Psychology and others, none of it has helped

Donna: @michelle: yep!!

Jacqui Bean: @Uzma lol : )

Zahra Clarke-Johnney: Also - check out <https://www.linkedin.com/groups/13870818/>. It's an L&D for Beginners group so might be helpful for career changers wanting to network

Sharon Claffey Kaliouby: @uzma feel free to connect with me - happy to chat

vicky wheeldon: I worked as a teacher part-time for 2 years and used IT skills to develop some contract work in developing training videos.. I reached out to people to talk to about getting into the area, and eventually I found a job locally.

Jade Berry: teaching professionals are so valuable in L&D, they really need the perspective

Uzma: ok thanks Lorna.. thanks for that, I hear you

Michelle Parry-Slater: @Zahra nice share

vicky wheeldon: Networking is so key - people really do like to help

Sam 2: I had someone help me right my CV once as "functional" as opposed to by position and it really helped with transferrable skills

Fiona Odame-Adjei: I agree I always think of the end user when looking at training

Sam 2: \*write - oh dear

Nancy Carlson: Teachers have the social skills training which is the same for adults : ) EQ, active listening, negotiating, influencing

Jade Berry: some teachers are trained to teach adults ;)

Michelle Parry-Slater: Didn't lots of us come from other industries? Who was a kid at school and said when I grow up, I wasn't to work in L&D? The is all valuable rich experience

Travis Groom 2: As a person that fell into L&D (extended program with Apple was my first true L&D job) and every job thereafter I angled myself into L&D, what is the importance on formal education. Do you recommend any specific certification or courses that can help move your career along?

Mark Nilles: Thanks for the 'top tips' and apologies if this was discussed and I missed it, but my career accelerators have definitely been to find a stretch project that I can 'own' and demonstrate my potential to leadership

Kate Graham: @Mark that's great advice

Liz Brant: @uzma write your skills up and translate them into L&D speak - look for themes and stack your expertise next to it

Amaka Ozougwu: thanks Sarah, that's really helpful

Uzma: Fantastic advice guys, thanks so much.. esp about PortFolio.. Glad to know I've been on the right lines.. I was beginning to doubt myself

Lorraine: great session, refreshing ideas and all doable - appreciate the honest sharing: ) Really enjoyed the virtual sessions this week all!

JJ: @Michelle Parry-Slater, exactly! I came from the sports world

Sarah Ratcliff: Talk to people, volunteer, and keep your eye out for opportunities.

Amaka Ozougwu: \*Zahra

Kate Graham: @Uzma be sure to connect with everyone here if you can!

Mary Lewis: Great insights thanks everyone

Kate Graham: Thanks for coming @Mary

Uzma: Yes, sure... if anyone wants to get in touch please do

Uzma: <https://www.linkedin.com/in/uzsaeed/>

Uzma: Would love to hear any advice how you got into L&D and just touch base really

Megan Sutton: @uzma done!

Yvonne: Thank you so much all for sharing your knowledge. So useful

Sean Ryan: I was a SME and team trainer so I started created my own content to share with the team

Kate Graham: @Sean again, that's great advice

Donald H Taylor\_2: Sean - yes, great advice

Uzma: @Megan, awesome! Thankyou

David Kirby: Thank you everyone for sharing your thoughts, ideas, experience and wisdom.

Sarah Ratcliff: Put yourself out of your comfort zone and grab every opportunity with both hands.

Jacqui Bean: Great session - thank you everyone - enjoyable closing to a motivational week speaking with passionate learning professionals.... thank you everyone!

Kate 2: Fantastic Zahara!

Kate Graham: If you look on LinkedIn now there's a section in your profile to highlight content - so you can upload PPTs or videos or link to articles you've written

etc - nice practical way to share some of what you've got - might force you to think about what you've already got in your locker

Kate 2: \*Zahra

Rob: Subject matter expert to leader - my recommendation is to focus on long term strategy rather than daily operations

David B: @Don, there isn't a pdf showing in the box?

Donald H Taylor\_2: Good point from Zahra - recognise where you have top skills

Yvonne: How can we access the PDF?

Carol Ann: Where is the pdf?

Sarah Ratcliff: Understand your own strengths and celebrate them.

Sam 3: can't see the pdf

Sam 3: that's empty

James Booth: in the files to download box to the left of this chat

Megan Sutton: Can't see it

David: Cannot see that I am afraid

Carol Ann: Cannot see it

Femke 2: I cannot find the PDF in the "Filed to download" box

David B: it's not in the files to download box : (

Mark Nilles: nothing in the Files to download

Marie: it's not there

Sean Ryan: It's not in the Files to download box

Donald H Taylor\_2: The recording, slides, chat and other supporting documents will be available from next week at: [www.learningtechnologies.co.uk/digitalhub](http://www.learningtechnologies.co.uk/digitalhub)

Megan Sutton: I love how passionate everyone here is!

Christina: The files box is empty and it is never possible to download the files on an iPad. Will wait until next week : -)!

Donald H Taylor\_2: Thanks, Christina

James Booth: you download the PDF from here [https://meet24589461.adobeconnect.com/system/download?download-url=/a4309832826/p4irptso8hfc/output/&name=LTSF+Top+Ten.pdf&sco\\_id=4325438995&ticket=vfapa9gxp9u](https://meet24589461.adobeconnect.com/system/download?download-url=/a4309832826/p4irptso8hfc/output/&name=LTSF+Top+Ten.pdf&sco_id=4325438995&ticket=vfapa9gxp9u)

Dominika Bijos: Can't see on the pc

Sam 2: Thanks again, for such an amazing session

Donald H Taylor\_2: James - nice work!

Dominika Bijos: Thanks @James!

Louise W: Great information, really excellent

Donna: @James - thank you!

James Booth: the PDF is called LTSF Top ten, select the file name in the box to the left, then select download files

Sean Ryan: Got It!

Mark Nilles: Last name is Nilles...rhymes with Phyllis.

Uzma: Thanks everyone, been so informative, helpful, you guys rock.

Zahra Clarke-Johnney: Happy to connect on twitter too @ZahraCJ

Marina Vicente: Thanks everyone! It was nice to e-meet you!

Kate Graham: @Mark thanks - sorry!!

Mark Nilles: No worries @Kate--nobody knows how to pronounce it

Anil Suman: How do you know what is the right price to charge a client?

Roz: Feel so privileged to have stumbled upon this summer forum, I can't tell you how inspiring it has been - thank you for a wonderful week

Evan: Great session thank you!

Uzma: @Lorna hahaha

Megan Sutton: Agree - we have a new part of the organisation and they are having to change massively to online learning. I've reached out to take control and support them through it, and it is actually going to hopefully now make a big change to my team and what we can do more widely

Sarah Ratcliff: I love this story!

Gabor Toth: Just want to say before we wrap up that was brilliant session!

Moreover, all week sessions were really inspiring, thank you so much. Please more of these! Autumn Forum? : )

Chloe: Busted! That's brilliant

Donna: So sorry I have to jump off..... would be great to "get together" again sometime!

Elizabeth: Thank you guys, this was awesome! Amazing to meet so many like-minded people!

Carol Ann: Mind-blowingly wonderful Summer Forum - many thanks!

Kate Graham: @Megan - brilliant!

Sarah Ratcliff: Great advice.

Sharon Claffey Kaliouby: UPDATE YOUR CV

Sharon Claffey Kaliouby: TAKE THE CALL - always!

Elizabeth: CV = marketing brochure! Perfect!

Lorraine: Be brave and put yourself out there - most people are very accommodating in supporting others in their careers as it's such a good feeling seeing others thrive: )

Zahra Clarke-Johnney: Love this tip. Keep track of your achievements.

Sam 2: and if you've got one, I guess the same applies to portfolio

Kate 2: YES!

@arashmazinani: A friend once told me you should always be ready to leave your current company.. i.e. always have your CV or Portfolio up to date

Sharon Claffey Kaliouby: Yes - preparing to leave allows you to appreciate your staying

Mark Nilles: Thanks for the fun, informative discussion. Thanks, Don, for making these Summer Forum discussions available! It's great connecting with the L&D community--even virtually.

James Booth: How many versions of a CV does everyone have?

Carole McColl: Sorry have to go another meeting Thank you

Virginie Chassériau: @James, 12

@arashmazinani: @James I tend to have a core one that I then tweak depending on the role I'm applying for and what they're looking for

Uzma: I have 2... teacher and Trainer

Zahra Clarke-Johnney: @arashmazinani same. I have one core that I adapt



Yetunde: Thank you - insightful and informative

Christina: Thank you to everyone, it's been a great week!

James Booth: I don't have a standard one, I have a one pager, and, all others are customised for a specific purpose

Sean Ryan: Thanks a million for this week. It's been very insightful

Honor Lewis: Thanks for a really enjoyable and interesting session. I'd love to hear more about future events and to build my network with other L&D professionals

Jayne Davids: Brilliant session, thank you all so very much

Virginie Chassériau: One page website is enough, it does not have to be complicated

Sam 3: hope we don't have to wait for the next learning techs

Russell: Thanks all! Very informative!

Sarah Ratcliff: This session has made me smile and laugh so much. This session is food for the soul!

Lorna Matty: I have one core CV and then adapt. I have also challenged myself to put my CV on a one pager. Great exercise to think about the fundamentals.

Amaka Ozougwu: Really pleased to have come on this conference. Have been on a lot of really interesting sessions

David: Thanks for the session, and a good week overall. It's worked really well (although do hope we can meet again next year). Must dash.

James Booth: this panel rocks!

Sarah Ratcliff: I would say that happened in my early career for progression.

Elizabeth: Good idea @Lorna

Nancy Carlson: Agree have a story and it doesn't matter how many jobs

David B: This has been a great session, perhaps the best I have attended although the conference has been amazing. Love the passion, the support and the conference has been great

David B: thanks all for your time!!!!!!

James Booth: always show progression

Sean Ryan: Thanks Guys

Constantin Jahn: Thank you for this great session!

Lorraine: wonderful thanks all!

Rob W: thank you!

Megan Sutton: thanks so much, a fantastic session!

aisling milton 2: fantastic session, thanks to the panel

Virginie Chassériau: Our thanks go to today's sponsor, Cornerstone onDemand <https://www.cornerstoneondemand.com>

Liza: Have a great weekend

Di Bullman: Thanks everyone - great session!

Roz: Agree James, this panel rocks!

Elizabeth: You are such a fun group of professionals : D

Asif Channa: Many thanks for your time and inputs everyone.

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

Michelle Parry-Slater: Such a great discussion. Thank you all  
Katherine 2: Thank you so much for a great session  
Monica BENGHE, Romania: Thank you for this Learning Technologies Summer Forum!  
Sharon Claffey Kaliouby: Thank you ALL for your participation!  
Uzma: Thanks Zahra, thanks All  
Rob Stewart: This was the best session of LTSF20 for me. What a great way to end the conference. Thanks folks:)  
Sarah Ratcliff: Use the research that is being done, it's there to help us.  
James Booth: @Monica - thanks for coming!  
Anil Suman: sorry what was the website Kate just mentioned  
Chloe: Nooo  
Dominika Bijos: Great week with the Summer Forum! Many thanks!  
Uzma: Nooooo my kids will kill me anyway  
Zahra Clarke-Johnney: @Anil Fosway  
Chloe: Please don't Don]  
JJ: Many thanks for everything today! Such a lovely panel!  
Elizabeth: Yes @Anil, I didn't get the website either  
Anil Suman: thanks  
Kate Graham: <https://www.fosway.com/>  
Jade Berry: Thank you, fantastic session - some great tips! Happy to connect on LinkedIn [www.linkedin.com/in/jade-berry-61526b171](https://www.linkedin.com/in/jade-berry-61526b171) brilliant conference - have a great weekend!  
@arashmazinani: Thanks all!  
Folashade Braimoh: Thank you. I enjoyed every moment  
Yvonne: thanks  
Anil Suman: thank you great chat  
Elizabeth: thank you!!  
Chloe: Thank you  
BRENDAN: bi bi all  
Sam 3: bye! and thanks sooo much