**14th Induction**

**28th March, 2019 @ Public Service Institute of Nigeria, Abuja.**

**LEARNING**

Learning is the process of acquiring new or modifying existing knowledge, behavior, skills, values or preferences. The ability to learn is possessed by humans, animals and some machines. There is also evidence for some kind of learning in some plants….wikipedia

Learning is the alteration of behavior as a result of individual experience.

Learning: knowledge acquired by systematic study in any field of scholarly application.

Types: Visual, Auditory, Reading/Writing and Kinesthetic/Experiential etc.

Learning is something all humans are expected to do from cradle to the grave. However, the extent differs from society to society and from person to person. This may be due to the opportunities present in these societies and or individual differences. It is said that man is a product of his environment. The Nigerian situation is a paradox where we are able to turn out world class intellect and also some not so world class.

Our mothers play a huge role in the education of a child particularly early learning and that is why it is key that we focus more attention on educating girl child, doing this will truly alter the trajectory of our development and as a people.

**LEARNING DISTRUPTION**

Learning in Nigeria requires rejigging. Our learning and educational models are becoming ineffective. Currently so much attention is placed on formal education and systems. We need to deliberately disrupt the learning process in Nigeria to better serve our purpose. We need to consider models that are unique to us or different in all aspects such as distance learning/online learning/Education which are technology driven, Traditional learning/profession etc. certification only prove that you can acquire a certificate, certifications do not necessarily prove that a person has the ability or competence.

Learning approaches world over are facing innovative changes and we should endeavor not to be left behind on learning approaches that work.

**LEARNING DE-CONSTRUCTION**

In Nigeria we are faced by a big challenge (the unwillingness to learn/the failure to learn). We seem not to learn from our mistakes we rather choose to rationalize and make excuses, we don’t even learn from our own mistakes.

Learning is not a welcome thing in some communities in Nigeria, ignorance is deliberately encouraged. The systems are not designed to encourage learning. If a person/worker chooses to learn then he should do so at his own expense. You learn at your own risk. We need a paradigm shift, we must choose to learn and ensure that learning takes place always, we must embrace innovation, failure to do so and we will be consigned to the dust bin of history.

Hopefully, we will not let this happen as we have chosen to be teachable and acquire LEARNING.

**THE PANACEA**

We need to begin to learn from the immense stores of our indigenous, cultural, medical and scientific knowledge. We need to acknowledge, validate and mainstream our own traditional, authentic, original, indigenous knowledge in education e.tc. for example, in the Igbo apprenticeship system has been identified world over as the largest entrepreneur incubators in the world. Recently, on TeD EX they spoke of it extensively. As usual while others will come and borrow from us we take what we have for granted. You hear us postulate the Japanese business models etc. meanwhile, we have a tested and trusted system. Consider also the traditional medicine system already in existence or agricultural practices such as “Tassa”

We must commit to lifelong learning and making learning a life style.

Thank you for listening

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Chairman BoT

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