

LEARNING ACCELERATOR



WHAT'S YOUR ROLE?



I'M THE LEARNER

I'M THE MENTOR / COACH / MANAGER - IT'S ABOUT THEIR LEARNING EXPERIENCE

BEFORE

Identify the type of learning activity you are focusing on.

Is it "on the job" learning?, Learning from discussing with a colleague? Or a traditional learning activity (read a book / watch a video / take a course etc.)? (See FAQ on next page for more info)

Set up a meeting with your manager / mentor to discuss the what, why and how of your self-directed learning challenge.

Ask your learner what learning they are looking to accomplish? Why? How will they know when they have been successful, what resources will they need, what challenges do they anticipate? Ask questions to help them fine tune their plan and get clear on the value they are looking to get from this experience.

DURING

Schedule when and how you are going to engage in this learning activity. Be clear on the milestones and what success will look / feel like.

As you go through the learning experience ask your self these questions ... write down your answers!

- What are you learning from this experience?
- In what ways are you being challenged / stretched?
- What pitfalls / obstacles have you identified?

Meet with your learner for an interim status update. Ask them to share their experiences based on the questions they have been reflecting on.

CONCLUSION

Course correct as appropriate.

Ask yourself these questions and write down your answers. Then share your answers to at least three of them with your mentor / manager:

- Why were you successful or not?
- What did you discover about yourself in the process?
- What would you do differently?
- How do you plan to use what you learnt in the future?
- How do you plan to use this learning in a different context?
- What are your takeaways from this experience?
- What are you proudest of about this experience?
- How did you leverage your unique strengths during this experience?

Meet to discuss reflections on the learning experience. Ask how they will use this information. Ask what development activity they are planning on selecting next.

RINSE AND REPEAT

LEARNING ACCELERATOR

FAQS

What are some examples of the different types of learning experiences?

“On the job” learning is where you shadow a colleague, take on a specific new project with learning guidelines, try something new that is integrated into your daily work, try doing something familiar in a different way to build a new skill. People around you may not immediately see you are learning mode, but this is often some of the richest learning we can experience. Research shows that 70% of learning happens this way – use the steps in the Personal Development Accelerator to make sure this learning doesn’t slip by you.

Learning by discussing with a colleague is where you connect for a mentoring or coaching conversation, get expert insight. Anything that falls into ‘learning through conversation’ comes under this category. It includes peer to peer mentoring, reverse mentoring and discussion groups. Research shows that 20% of learning happens this way – use the steps in the Personal Development Accelerator to make sure you use these conversations to cement and clarify the learning you have experienced.

Traditional learning activities such as reading a book, taking a course, or watching an educational video. Research shows that 10% of learning happens this way – use the steps in the Personal Development Accelerator to be more deliberate about how you apply this learning, move from theory to action.

How long will one of these learning experiences take?

This is one of those “how long is a piece of string questions” – it truly depends on what your learning goal is. The good news is you get to decide! Here are some examples you might want to consider:

Read a book that covers a new skill, then discuss with your mentor how you might implement the skill. Draw up an action plan, share it with your mentor and then implement.

Reading the book could take you a week.

The full project could take 6 months.

What if I didn’t achieve my learning goal?

Very few learning goals are all or nothing. While I failed to accomplish my reading goal of 50 books in a year, I still increased my book consumption by 100% on the previous year. In one sense I had failed, but in another I had certainly grown. Dig a little deeper to uncover why you are embracing your learning goal. If the word “should” occurs you are probably going in the wrong direction! Remember, we learn as much (if not more) from our mistakes and our misses. (I bet we all have an example of something we got wrong in grade school that we will never get wrong again I remember vividly misspelling “because”. I never get it wrong now. But all those other words I got right that day are a bit more hit and miss!)

The only fail here is to 1. not embark on any learning goal and 2. not take the time to review your progress.

Still got questions?

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