

learning
technologies

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Talent and learning

learning
technologies

Webinars

The Great Reset: Why We Need to Rethink Organisational Learning

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nigelpaine.com.ltd. and Learning Now TV

Thursday 30 November 2023 | 12pm to 1pm GMT



POLL ONE

“We need an existential change in learning and development to be relevant for our organizations.”

“As a master tactician and innovator off the field Allison’s contribution on the field is often overlooked”

“Allison should be revered. They should have a statue to him at West Ham . . he laid the foundations for the success of the club - not by what he did on the field, but the knowledge he gave to other people.” John Cartwright



The Barking Road Café Birthplace of the West Ham Academy

In the 1950s..
Communities of
Practice were
alive and well

Thanks to Don Taylor for the photo of his local cafe

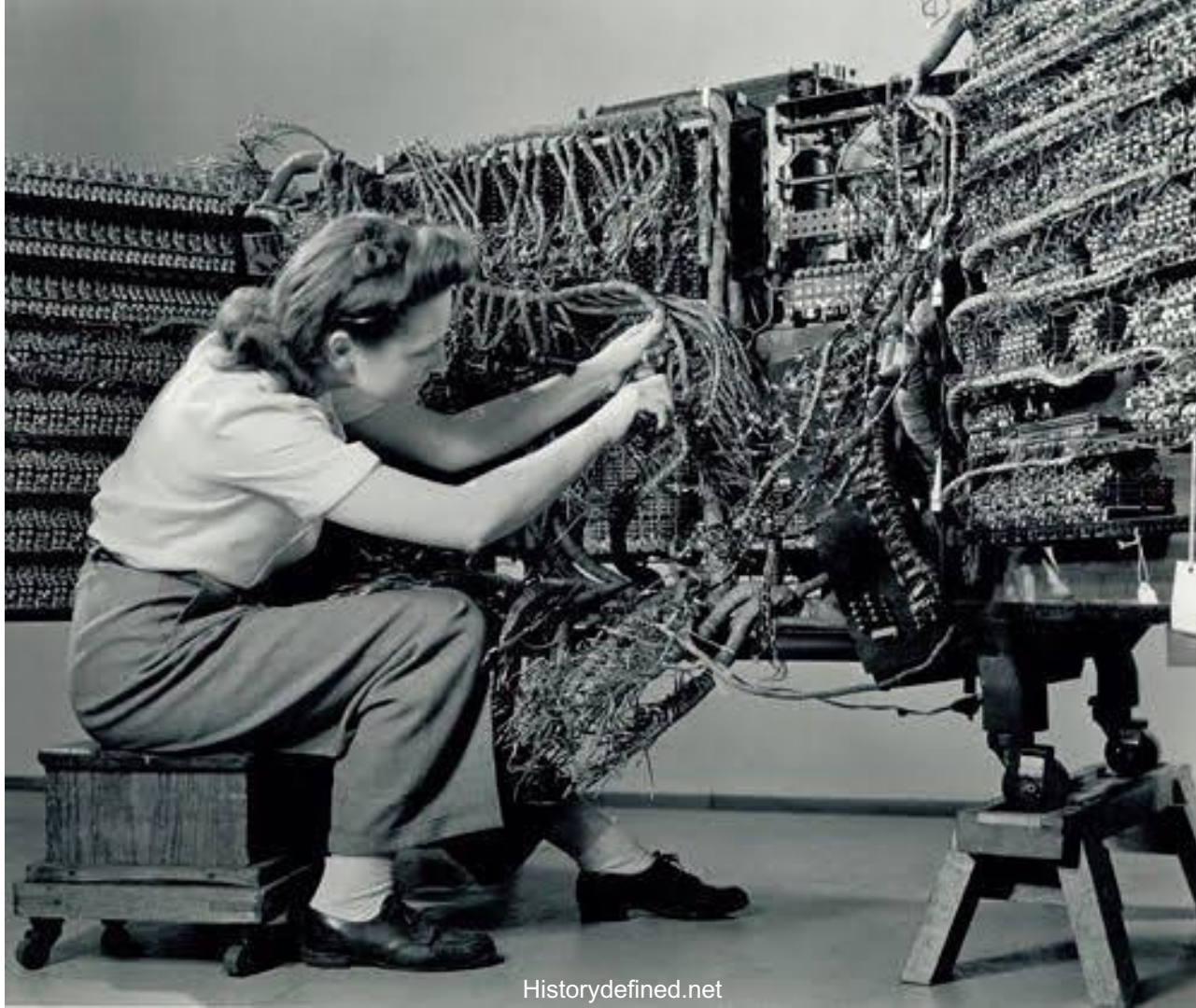
Focus on the Conditions of Learning

No. 1 = TRUST





There is a big difference between a frog and a bicycle



This is not OD!

Adam R. Kampff: Neuroscientist



The reason we have (art and imagination and ideas) is because we have found a way to build a group shared simulator and become a super intelligence.

Primary Motor Cortex



Zone of Proximate Development

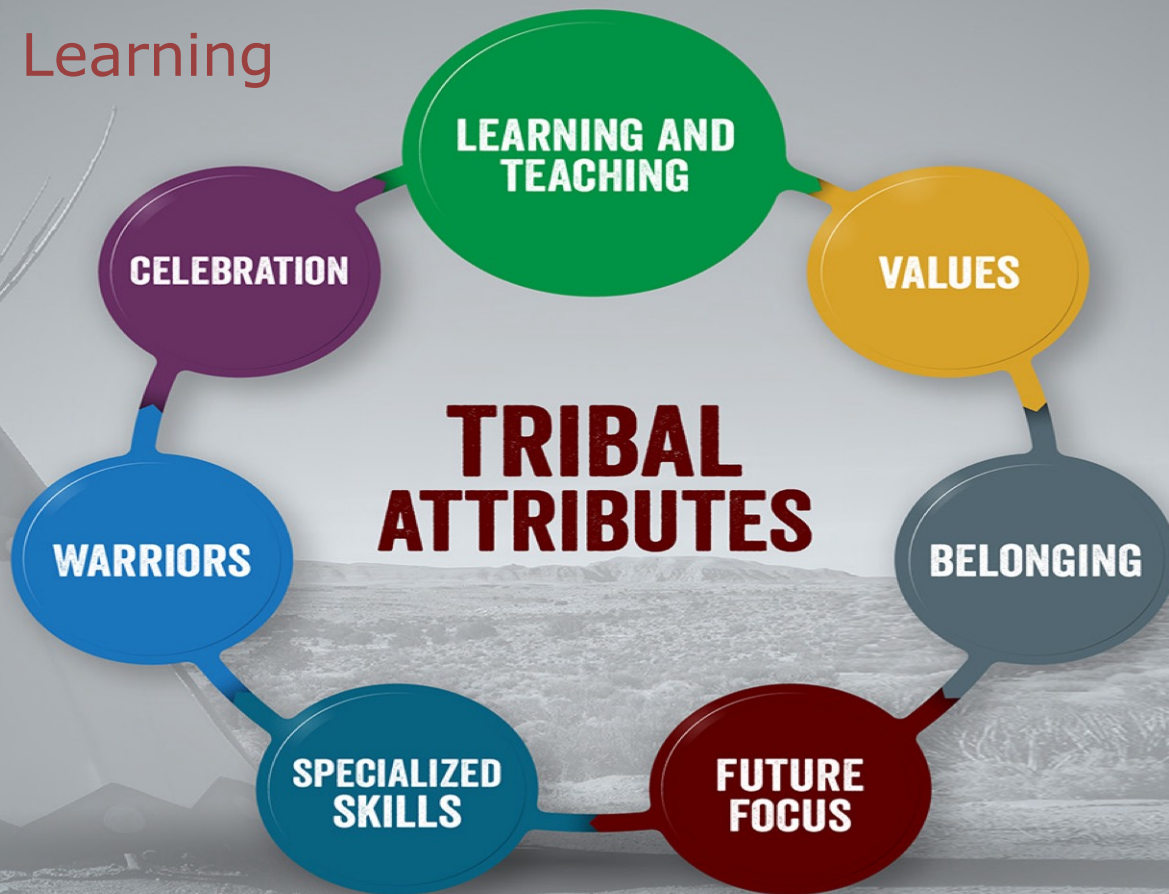


Connect the organization

Join up the islands



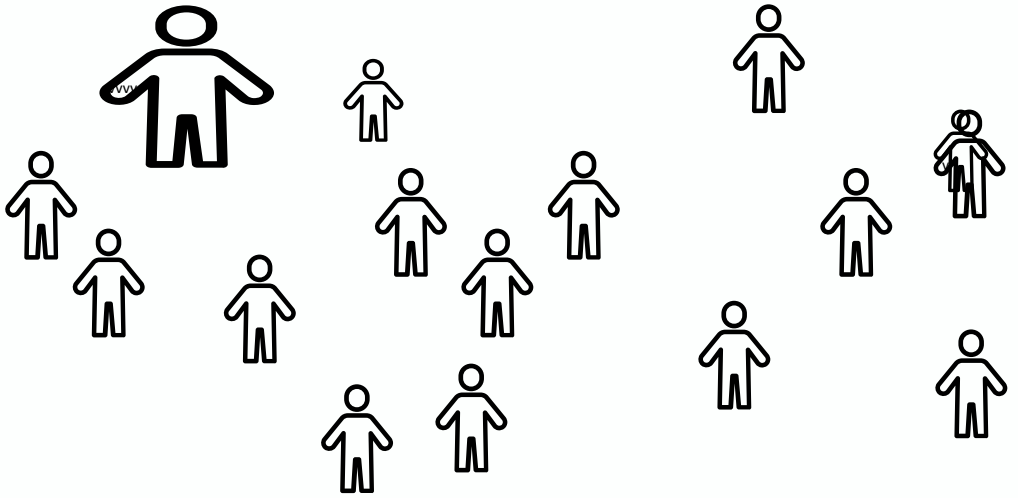
Integrate Learning



Discussion

How do we connect the organization?
And connect people?

In a Learning Organization: Learning Happens in the Space Between People



What matters are the connections,



Does that make sense?

Explore and experiment

Carve out spaces to explore and experiment with new ways of learning

13%

have embraced test and learn as an opportunity to build new L&D skill

Realise your own potential

Only one in five learning practitioners strongly agree they are prioritising the skills they need to help their organisation in the future

21%

strongly agree they cultivate their own attitude of continual improvement

L&D leaders – rise up!

Learning leaders are more optimistic than practitioners about career prospects and earning potential: it's time to use our influence to retain talent in the profession

52%

believe that L&D offers good career prospects

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Who is Doing this?
And What are you Doing?

Changing ingrained ways of thinking involves challenges on both a **personal** and **organizational** level.

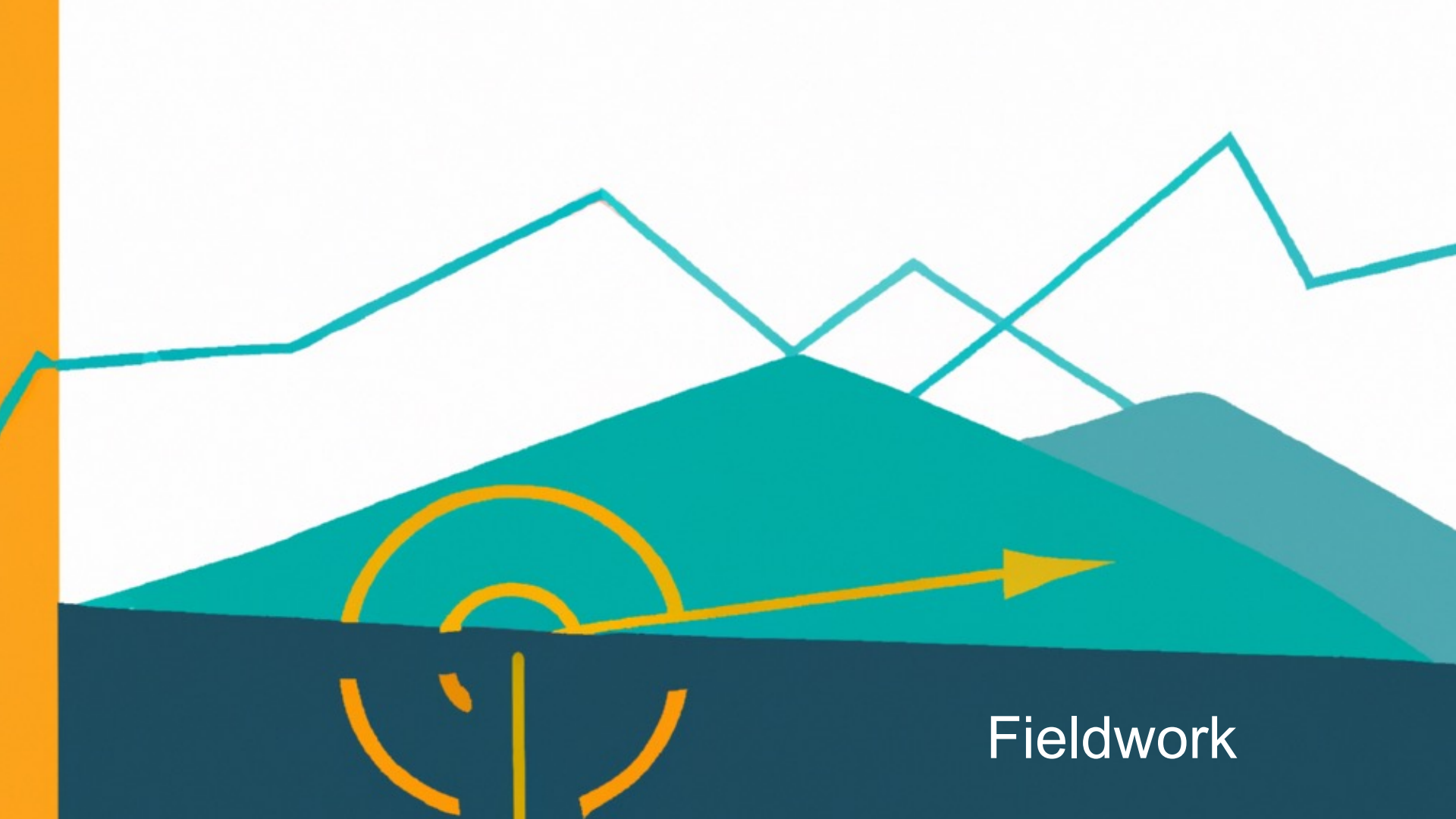
Peter Gustafson

Att ändra invanda tankesätt innebär utmaningar på både det personliga och organisatoriska planet.

McKinsey Author Talks July 23

“Scale your people not just your business”

Claire Hughes Johnson (Corporate Officer Stripe)



Fieldwork

POLL

Which one is the biggest challenge:

Doing fieldwork

Connecting the organization

Building learning communities

All three



Reframe Learning

Mutual engagement around uncertainty

Etienne Wenger Communities of Practice

Levels of AI impact in L&D



See yourself as a practitioner

Keep in touch with peers

Consciously improve your practice

Practice

A person wearing a purple hoodie and dark pants stands in a field of tall grass, holding a large, unfolded map or document. The person is seen from the side, looking down at the map. The background is a clear blue sky and a flat horizon line.

Spin Learning Round the Organization

Make community the default structure; empower people to make own decisions locally. Build a climate where knowledge is willingly shared not hoarded. Encourage people to ask for help; banish a blame culture and learn from mistakes rather than deflect or hide them.



ORGANIZATIONAL LEARNING

REIMAGINED & REDEFINED FOR OUR TIME

Join leader and organizational learning expert Dr Nigel Paine to explore how global learning and performance can be reimaged to meet the challenges of our time.

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Three FREE webinars to explore the elements of organizational learning:

January March and April

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