Building a Learning Ecosystem

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The Learning Ecosystem

- 10% Formal Learning
- 20% Informal Learning
- 70% On-the-Job Experience

- Structured
  - On Demand Training
  - Management Support
  - Continuous Reinforcement
  - Performance Support
  - Shared Knowledge

- Unstructured

Investigators/Delegates
Interdisciplinary field of study that examines how people learn and how the learning and development (L&D) function can improve training.
Britt Andreatta – Neuroscience of Learning

Growth Mindset vs Fixed Mindset

Carol Dweck, Stanford Professor
Fundamentals of Adult Learning

- Practical, Goal-Oriented, Problem-Centered
- Connect
- Formal Training
- On Demand Training
- Management Support
- Continuous Reinforcement
- Performance Support
- Shared Knowledge

- Shared Experiences (storytelling)
- Different Learning Styles (visual, auditory, kinesthetic)
- Self-Directed (needs and goals)
- Guidance and Development (mentorship and coaching)
LEARNING NEVER ENDS
THANK YOU.

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