

REINVENTING TRAINING FOR THE 21ST CENTURY

Training as we know it may be obsolete and a waste of time

I heard from CEOs and employees were not only completely satisfied about the training profession. But I decided to know the cold and brutal cruelest on how employ- ee education and development (which were refer- ring to both compliance and development). The result was a case of watch my system and I realized that I was essentially the same thing.

The CASE FOR CHANGE

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The GOLDEN DILEMA

According to past research, it is estimated that the average person has an attention span of about 12 seconds. Recent research by Microsoft with Canadian researchers on human beings concluded that “people now have a concentration span of eight seconds, highlighting the effects of an unerringly increasing number of distractions on the brain.” This means that human beings have a shorter attention span than goldfish. What can we do?

We are all learning in new ways today.

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The LeaNonatics

The LeaNonatics team has begun pioneering micro-learning in the programmes that they administer.

Content vs contextual learning

Relevant

Contextual

Arousal

Skill

Advanced Skill

Content of Delivery: Dynamic 10% Context 90%

Arousal

Skill

Advanced Skill

Content of Delivery: Dynamic 100% Context 0%

Apptivity

Relevance

Relevant

Contextual

Arousal

Skill

Advanced Skill

Content of Delivery: Dynamic 0% Context 100%

From where we learn

The learning journey should be as follows:

1. Acquire (Environment): We need to gather the information, and this is the part of the learning process where many companies invest most of their time and resources.

2. Apply (Environment): Once we have acquired the information, we need to apply it in a practical setting. This is where many companies fall short.

3. Adapt (Environment): Finally, we need to adapt the information to our own context and learn how to apply it in a way that is meaningful to us.

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