From Course Creation to Content Curation
Talent Development in the Digital Age

Catherine Lombardozzi
Mad Lib Introductions

Pick a Category:
- Movies
- Cities
- Vacation itineraries
- Academic subjects
- Olympic sports
- TV Shows
- Games
- Electronics

Learning in the digital age is like ______ because __________.
The challenge is to find a way to marry structure and freedom to create something altogether new.

~ Doug Thomas & John Seely Brown, A New Culture of Learning
Learning Environment Design Framework

Performance Environment

> Performer capability
> Expectations
> Work flow and systems
> Task support
> Performance resources and tools
> Supervisory practices
> Team dynamics
> Incentives and rewards

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### Handy Dandy Component Chart

#### Learning Environment Components

<table>
<thead>
<tr>
<th>Resources</th>
<th>People</th>
<th>Training and Education</th>
<th>Development Practices</th>
<th>Experiential Learning Practices</th>
</tr>
</thead>
</table>
| - Performance support  
  - Personal knowledge management  
  - RSS feeds and other filtered information feeds  
  - Shared documents and wiki spaces  
  - Online databases and knowledge management systems  
  - Books, articles, internet resources  
  - Job aids  
  - Podcasts, video-casts  
  - Briefings (communication; content delivery without activities)  
  - Procedure manuals and technical manuals  
  - Tools to support learner content sharing | - Peer support systems  
  - Social media connections (blogs, microblogs, social bookmarking, etc.)  
  - Group forums or discussion boards  
  - Expert directories  
  - Communities of practice  
  - Mentor relationships and developmental networks  
  - Coaching  
  - Professional networks (live and online), e.g., professional organizations, user groups  
  - Conferences and professional meetings  
  - Tools to support interaction | - Courseware and seminars, internal or external, in any delivery format  
  - Formal coaching after training  
  - On-the-job training  
  - Academic courses and degree programs; MOOCs (massive open online courses)  
  - Certificate, certification, and licensing programs  
  - Follow up activities and exercises designed to support learning and application (e.g., enrichment activities, reflection activities)  
  - Tools to support delivery of engaging learning activities | - Action learning programs  
  - Stretch assignment management  
  - Rotation and other experiential learning programs based in workplace activities  
  - After action review practices  
  - Supervisor support, feedback and coaching  
  - Communication activities to influence learning readiness and application  
  - Career coaching and development | - Learning by doing  
  - Engaging in critical reflection  
  - Experimenting  
  - Collaborating  
  - Self-monitoring and analysis of outcomes and feedback  
  - Creating personal notes, job aids  
  - Teaching and creating resources for others |

#### Learner Motivation and Self-Direction

- Desire to learn  
- Belief in link between learning and performance  
- Confidence in ability to learn  
- Self-directedness

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A learning environment is a deliberately curated collection of resources and activities for learning related to a specific need.
Scaffolding Self-Directed Learning

Research-based pillars of self-directed learning

Motivation
Self-Awareness
Attention
Intention
Reflective Practice
Persistence
Resourcefulness
Relationship Strength
Engagement
Time

How can you strengthen the pillars to amplify self-directed learning?

Adopted from: Lombardozi, C. (2016)
Challenges of Learning in the Flow of Work: Scaffolding Self-Direction
International Journal of HRD Practice, Policy, and Research 1(2)

Cultivating Social Learning

How can you give people a hand up into productive social learning?

WHY   Nurture a purpose for interacting
WILL and WAY Scaffold individual inclination and skills
WITH WHOM Encourage solid interpersonal relationships
WHERE Suggest appropriate kinds of activities
WITH WHAT Offer supportive tools

More at L4LP.com/social-learning/
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Learning 4 Learning Professionals

http://l4lp.com/learning-environments/