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the 'Learning While Working'
podcast



Sprout Labs builds digital learning platforms that enable you and your team to author, deliver and measure high impact digital learning ecosystems.





Other content from Sprout Labs

- The Learning While Working podcast
- The blog
- eBooks
- Recordings of past webinars
- Virtual conference recordings



What we'll be thinking about today:

- How to create a culture of continuous learning that supports innovation using a learning ecosystem approach.
- The role of experimentation and feedback in driving innovation, and how to incorporate them into your learning programs.
- How to design and deliver learning experiences that inspire creativity, collaboration, and risk-taking.
- You'll also get an in-depth look at our learning ecosystem model that provides a holistic framework for designing, delivering and measuring the impact of learning programs that foster innovation.



Part of a series of webinars

Designing your
onboarding
journey as a
learning
ecosystem

How to solve
your upskilling
problems by
designing
learning
ecosystems

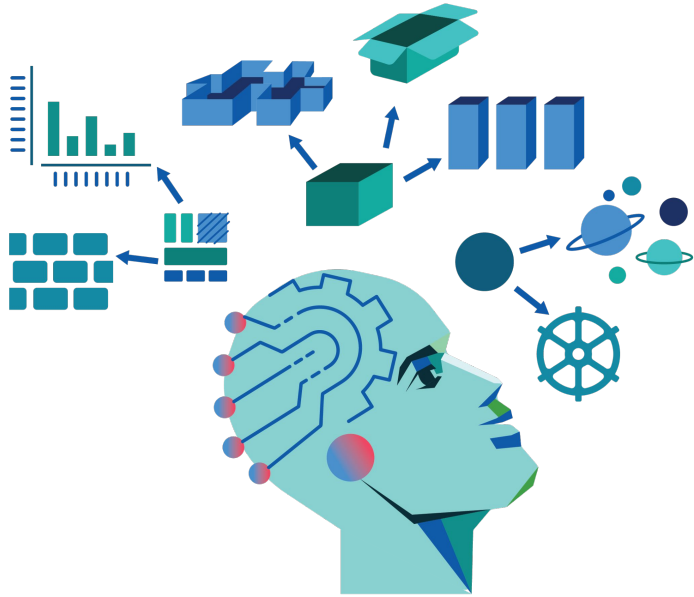


What do you want to gain from this session?

Please add your thoughts in chat

Work has been changing

Raise of 'consumer' AI



AI focuses us on what it means
to be human

Humans **create**

Humans **collaborate** - we are
social and emotional

Humans **change**

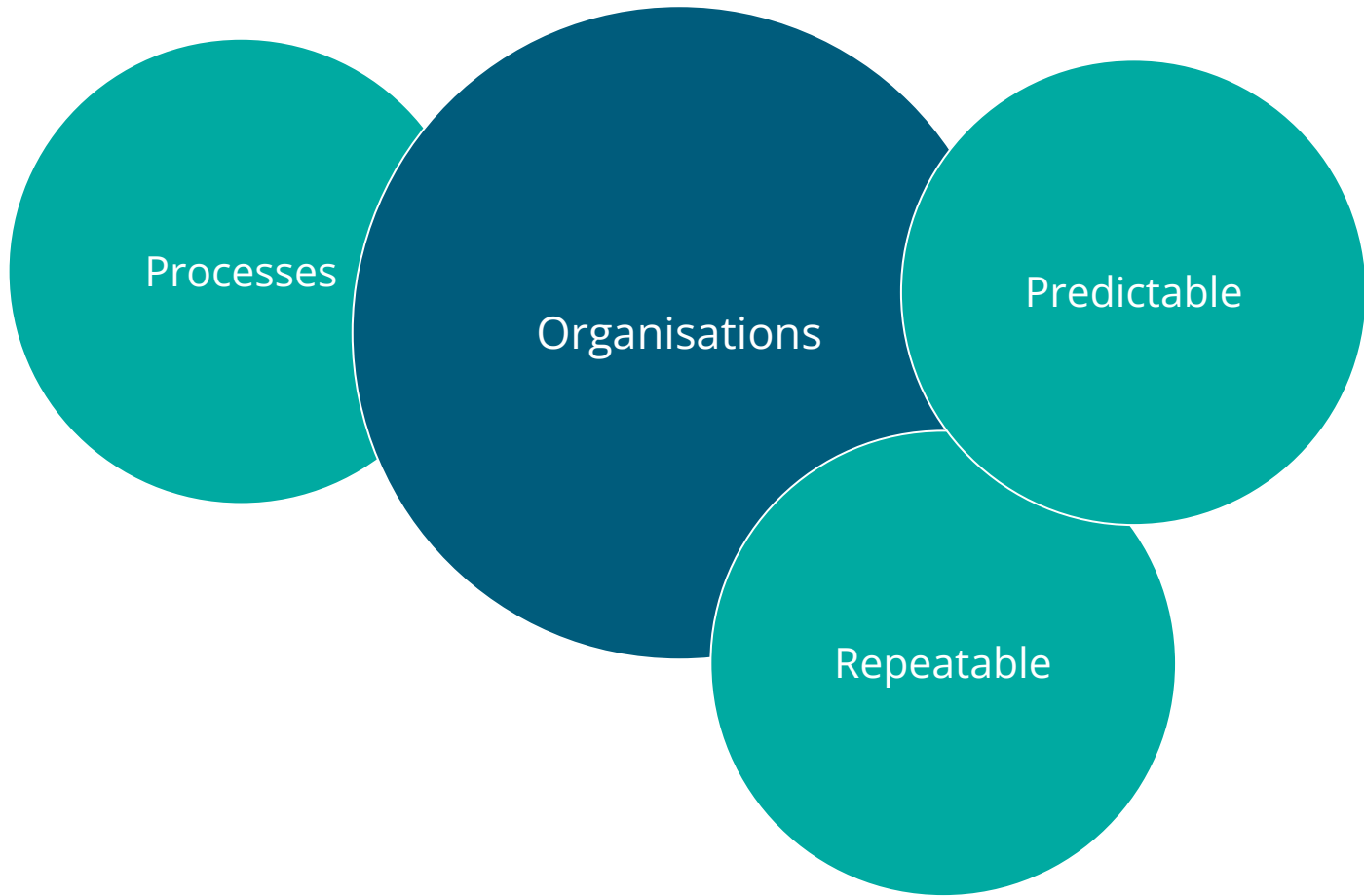


We have new challenges, that
keep creating massive **change**,
that need **collaborative**
creative solutions

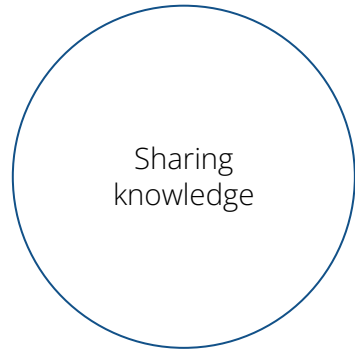


Do you think our workplaces are ready?

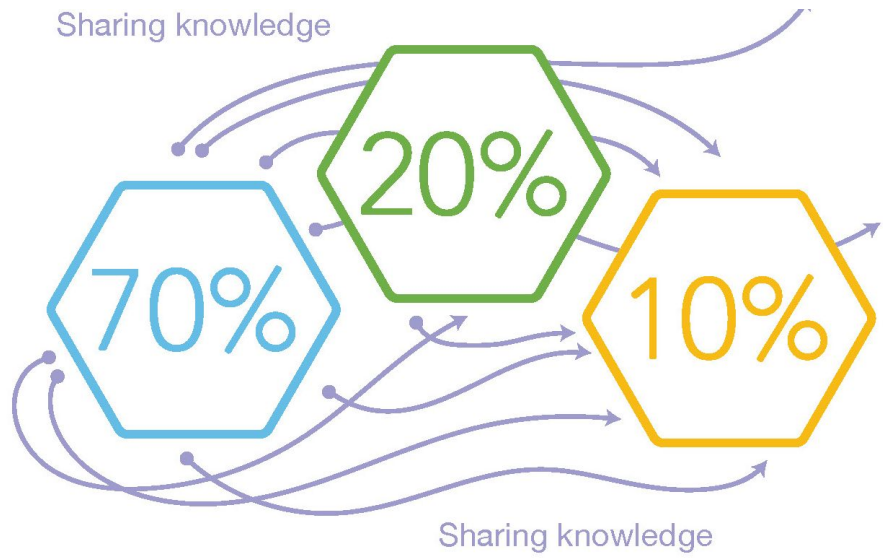
Please add your thoughts in chat

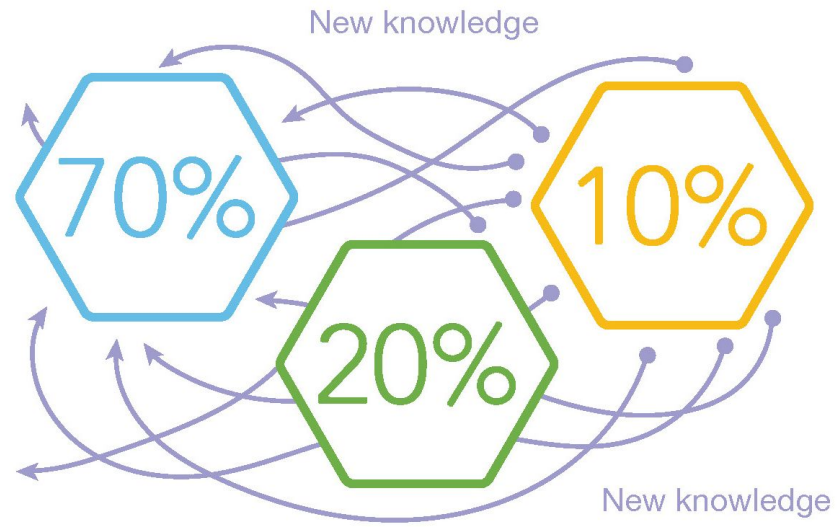


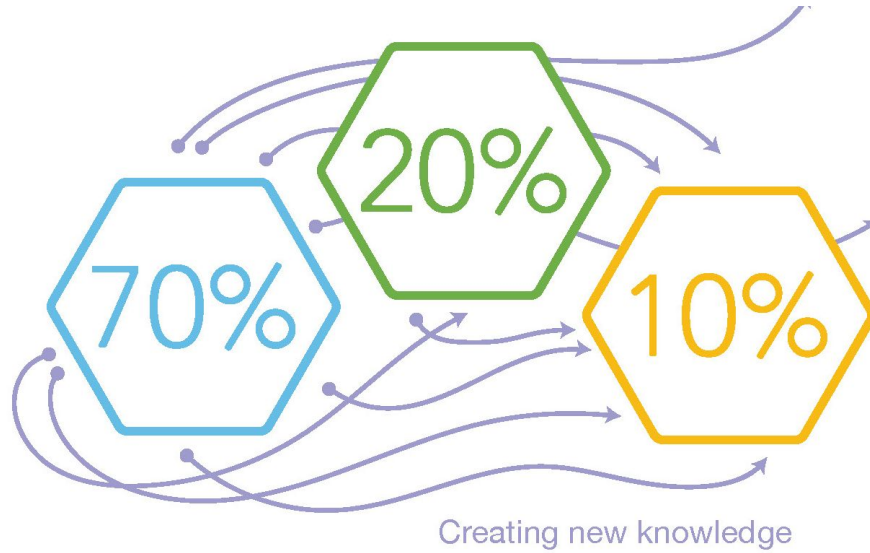
The functions of L&D



Päivi Tynjala - Perspectives into learning at the workplace







This is new to most learning professionals



Continuous
improvement

Improving how we work

Innovation

Changing the nature of what we
are doing



In L&D what do we do that inhibits innovation and continuous improvement?

Please add your thoughts in chat



Meet Philip

We are an engineering consulting firm.

We have just had a third consultant train our engineer's in **design thinking**, but it's not shifting how they are working.



In chat, please share **what you thinking is going wrong here?**



Learning ecosystems approach is needed



A learning ecosystem is an entity made up of components that **work together** to create a whole learning experience.

The **relationship** between the components means that the overall experience becomes more than the sum of its parts.

Learners have **choices** as they move through the ecosystem



Employee as self directed learner



Manager as learning leader



L&D as learning ecosystem designer



L&D professional as a learning ecosystem designer

does **more than design courses**

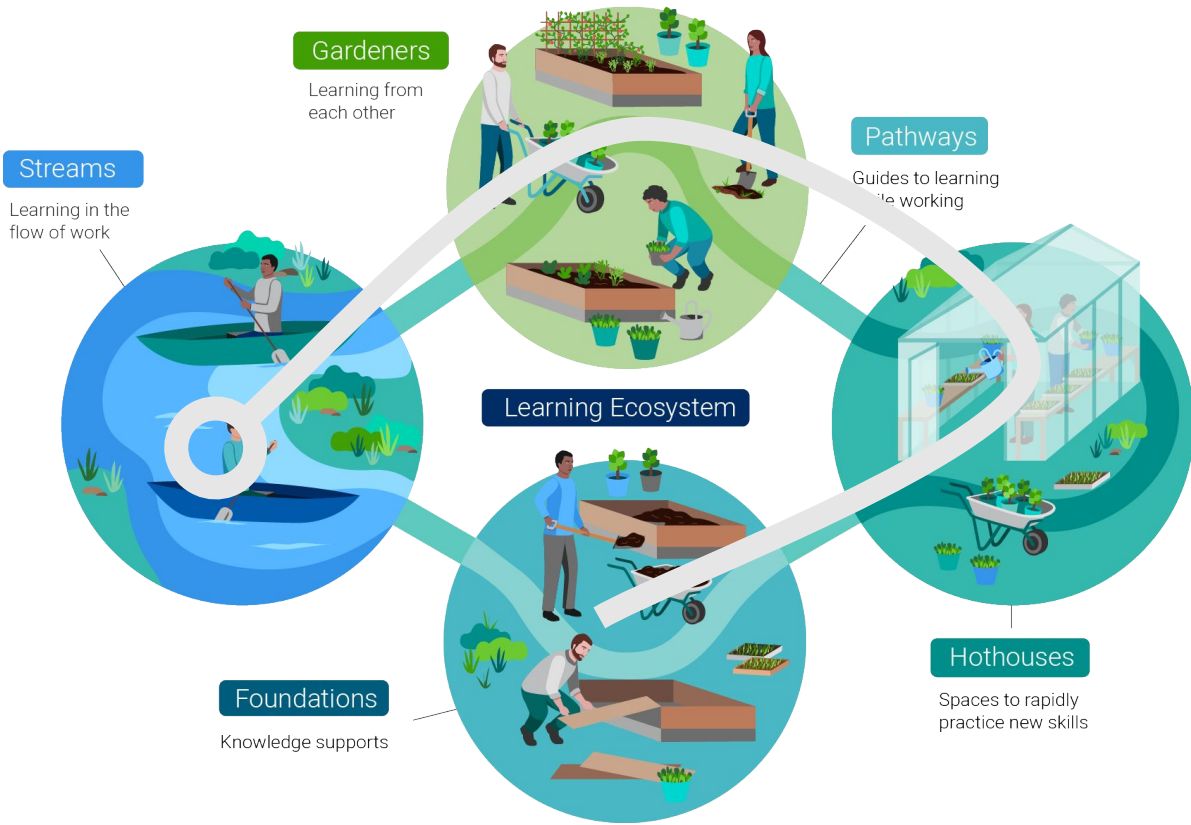
designs **relationships** between the components

takes into account the **current learning** landscape

designs for the **long term**

makes **pathways**

L&D as learning
ecosystem designer





How are creatives
'taught'?

Studio based
learning



Foster a creative way of thinking
Provide an **experience**

Hothouses

Spaces to rapidly practice new skills

Formal learning becomes a learning 'hothouse', where learners are provided with somewhere to practise the decision making that they will be doing on the job and gain rapid feedback

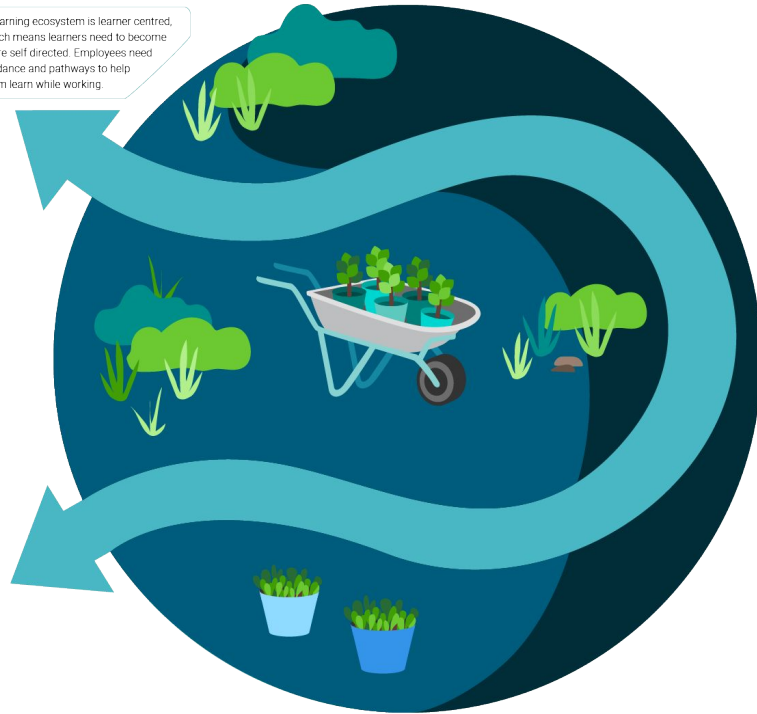


Learning is organised around 'challenges'

Pathways

Guides to learning while working

A learning ecosystem is learner centred, which means learners need to become more self directed. Employees need guidance and pathways to help them learn while working.



Chunking of tasks

Gardeners

Learning from each other

Learning ecosystems are not just about resources – the driving force behind a learning ecosystem is the people involved. This includes managers and peers inside and outside the organisation. Learning together is a time when employees can reflect on and articulate what they have learned.



Group work
1:1 coaching
Critiques
Open shared spaces



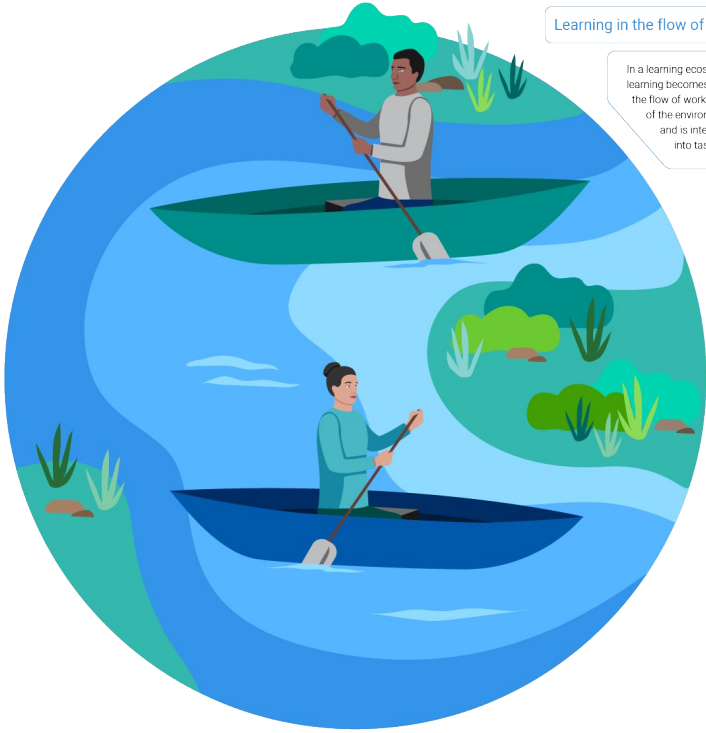
What does the term 'learning in the flow of work' mean to you?

Please add your thoughts in chat

Streams

Learning in the flow of work

In a learning ecosystem, learning becomes part of the flow of work. It's part of the environment and is integrated into tasks.



Journalling - collecting and thinking about the process



Foundations

Knowledge supports

The foundations of the learning ecosystem depend on having great knowledge-based support systems in place that enable employees to access knowledge when they need it.

Inspiration - collections of designs, stories about the process



How do you see things as being different to most learning experiences?

Please add your thoughts in chat



Take 30 seconds to think about a capability problem you're working on and how a 'studio' approach could be applied.

Please add your thoughts in chat



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Please add your thoughts in chat

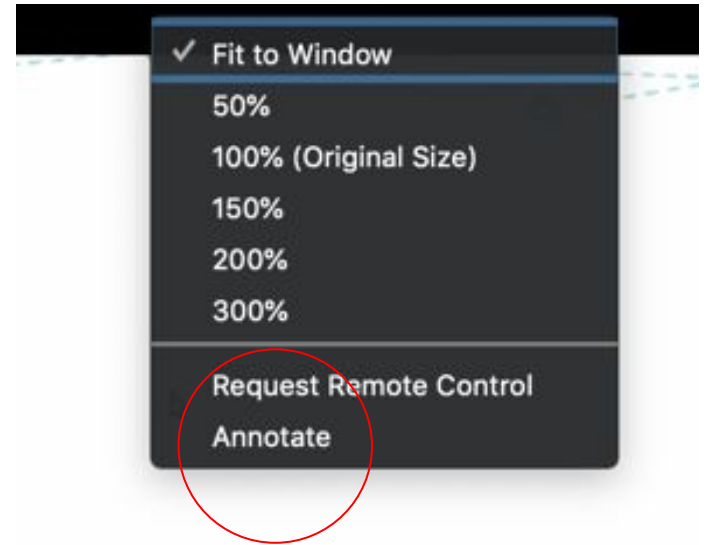
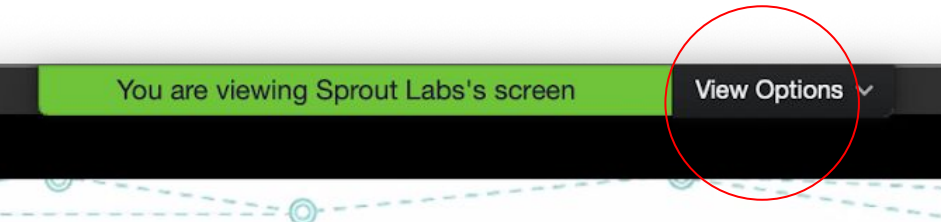


Back to
Philip

I need another way to shift the engineers to being more creative, flexible and innovative.

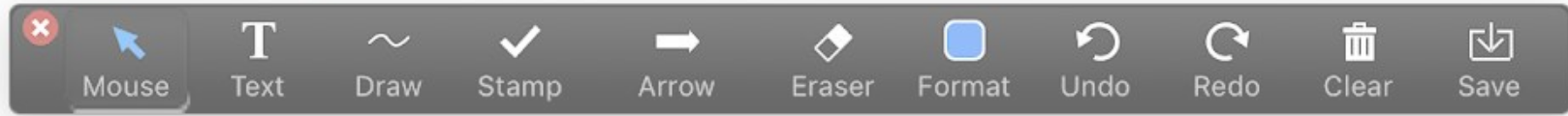
Annotation Tools

1. Choose the view options



2. Choose the Annotate menu item

Annotation Tools



Stamp tool



Hothouses - we need places to practise n



Challenges / Case studies

★ ★ ★ ★ ★

Projects

★

'Skunk Works'

Online jam events

★ ★

Time

Job rotations

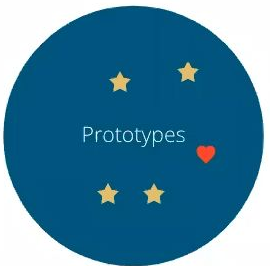
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Use the stamp tool to choose the tactic you think might create the most impact for Philip



Pathways - we are goal oriented



Use the stamp tool to choose the tactic you think might create the most impact for Philip





Gardeners

Learning from each other



Gardeners - learning with others

Critiques 

Group action learning projects   

Peer to peer coaching   

Debriefing    

Retrospectives

Sharing platforms 



Use the stamp tool to choose the tactic you think might create the most impact for Philip



Streams - learning in the flow of work



Use the stamp tool to choose the tactic you think might create the most impact for Philip



Knowledge foundations and support



Physical and visual tools

Luz Bautista

Three yellow stars

Inspiration

One red heart

Spaces

One red heart

Stories

One red heart and one yellow star

Process guides

One yellow star

Time



Use the stamp tool to choose the tactic you think might create the most impact for Philip

A map of what we have just co-designed



Mentors

Prototypes

'Small wins'



Group action learning projects

Peer to peer coaching

Debriefing



Journeying

Planned risk taking



Challenges/ Case studies

Online jam events

Job rotations



Physical and visual tools

Inspiration

Stories



In chat, please share how you are going to **apply** what you've **learned** today.



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