Learning Today:
Why Nothing and Everything Has Changed

Donald H Taylor,
Chairman
Learning and Performance Institute
What has changed in your work over the past 5 years?
Change
Our minds
Adapting
Our role
Chained library, Guildford Grammar School, c. 1510

Image: RGS, Guildford

Donald H Taylor
> 1.7 million retweets in under an hour, 2014
Work is faster, people matter more

COMPONENTS of S&P 500 MARKET VALUE

Source: Todd Tauber, Bersin by Deloitte
The need for higher employee performance

“Organizations need on average 27% higher employee performance to reach their goals. However work is more complex, interconnected and dynamic than ever before.”

Succeeding in this environment is not about doing more things. It’s about doing things differently.”
Change

Adapting

Our minds

Our role
Our minds

Are our minds different today from in the past?
“for more than 99 percent of our evolutionary history, we lived as foragers … on a camping trip that never ends, but one without Swiss Army knives and freeze-dried pasta.”

Steven Pinker
The brain’s versatile toolbox, 1997
Learning is humankind’s greatest tool of survival and adaption.
Learning is our greatest tool of survival and adaption

We instinctively pay attention to and learn from:

- Threat/shock
- People
- Movement
- Change
- Repetition
- Trying to remember
Learning is our greatest tool of survival and adaption

We instinctively pay attention to and learn from:

- Threat/shock – personal relevance is key
- People – tell stories, ask questions, use faces
- Movement – part of the appeal of video
- Change – use change and variation for emphasis
- Repetition – use spaced learning
- Trying to remember – use retrieval practice
Change

Our minds

Adapting

Our role
Changing our practice

What tools can we use to adapt our practice to this new world?
Which of these is “the man”?

- la mujer
- el agua
- el niño
- el hombre

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Memory

Do we need to remember things any more?
Memory and mastery

• Musician / sports

• Deliberate practice
Memory and context

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Nid wyf yn y swyddfa ar hyn o bryd. Anfonwch unrhyw waith i’w gyfieithu.
Memory and context

The Welsh reads:

“I am not in the office at the moment. Please send any work to be translated.”
Star pupil finds lost Mayan city by studying ancient charts of the night sky from his bedroom
Today

- Change
- Our minds
- Adapting
- Our role
Educators

What is our role in this new world?
THE FUTURE OF EMPLOYMENT: HOW SUSCEPTIBLE ARE JOBS TO COMPUTERISATION?*

Carl Benedikt Frey† and Michael A. Osborne‡

September 17, 2013
From control to facilitation

“Anyone can help somebody get better at anything.”

Anca Iordache
Citi
Stopping courses

“We decided to stop being a course factory.”

Jeff Kortenbosch
AkzoNobel
Teaching metacognition

Achieving an extra 4 months’ progress in maths studying.

Kate Atkins
Rosendale Primary School, London
Today

Change

Our minds

Adapting

Our role
What is the role of education and L&D?
Is it not what we do, but what we make possible.
Education and L&D enable individuals and organizations to fulfil their potential.
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