HOW TO LEARN FASTER AND BETTER

Instructional Design Approaches
Topics for Discussion

- Designing for Learning
- Learning to Learn Growth Mindset
- Teaching Smart People to Learn
- Learning from the Deep Smarts
- Learning Organization
What does learning mean to you? How would you define learning?
Thinking of Alignment

- Business Needs
- Performance Needs
- Learning Needs
- Impact Objectives
- Application Objectives
- Learning Objectives
- Impact and Consequences
- Application Implementation
- Learning and Confidence
Engagement
Self-Awareness
Relationships
Improvement
Change
Better Health
Transformative Learning
Achieving Alignment

John Biggs
Constructive Alignment
Learning to Learn

- Aspiration
- Self Awareness
- Curiosity
- Vulnerability
Changing the narrative

- I don’t need to do this
- What would my future look like if I did
- I am already good at this
- Am I really? How do I compare?
- This is boring
- I wonder why others find it interesting
- I am terrible at this
- I am making mistakes, but will get better
Growth Mindset vs. Fixed Mindset

- Talents can be developed
- Outcomes matter; learning and progress are critical
- Encourage risk taking; support collaboration
- Focus on what you don’t know rather what you do
Teaching Smart People to Learn

“the smartest people find it hardest to learn”
Polling Exercise:
Years of experience in CE
Level of expertise in designing learning experiences
From One Learning Curve to the Next

Start developing new life skills way in advance of plateauing on your existing ones.

Find hacks to accelerate your early learning.

Don't be afraid. It takes courage to jump from one curve to the next. Staying in the comfort zone is easy, but greatness happens when you escape from it.

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Deep Smarts

• Know how and can consistently do
• Skilled ways of thinking
• Making decisions
• Learned behaviors
• Successful every time
• Reflections
OPPTY

• Observation
• Practice
• Partnering
• Joint problem solving
• Guided Experience
• Taking ownership
How to Learn

• Check for readiness
  • Self aware to self management (feedback and coaching/reflections)
  • Identify a range of behavior choices
  • Choose the behaviors that are most productive
  • Drivers for action
• Develop strategies – Teaching/learning interactions
• Make sure the competency is needed
• Define attainable goals
• Find the right help
• Continuous learning cycles
• Analyze different approaches
• Keep it small
• Make feedback an habit
• Provide regular reminders
The Learning Pathway

Assess “the habitual and judicious use of
- Communication
- Knowledge
- Technical skills
- Clinical reasoning
- Emotions
- Values
- Reflection in daily practice”.

SMART LEARNING/REALTIME LEARNING

The next decade
In the next 10 years…..

- Smart Learning market size 166.3 Billion in 2018

Market size to increase to 665.23 Billion in 2026

- Technology platforms adapt to the needs of the learner

Progressive Curricula with continuous engagement

Intelligent Performance/Effectiveness of learning

Virtual Coaching/Mentoring/Feedback

Learner analytics and “big data” in learning

Collaborative Learning; Collective Intelligence - Community

Content curation and validation vs. content production
Our Learners

• Information Literacy
• Metacognition
• Goals and Incentives: Millennials vs. GenXers
• Need for more emotional, personal support – sociological behaviors
• Coaches and Mentors remains integral
• Purposeful Engagement
• Addressing the hidden curriculum in medicine

Approaches

Self awareness, self management
Recognition
Incentives
Constant feedback
Data /Insights
Plans for Improvement
Lessons learned

Results matter, relationships matter more
Don’t feel you have to have it all figured out
Diversify your experience
Be careful what you wish for; it may very well come true
Be an active, attentive listener. People want to see what you understand
First impressions matter
Stop caring about what others think
Make time to look at the whole.
Learn to connect the dots and articulate the connections/relationships
Lessons Learned

Pay attention to numbers/data
Be a good story teller
The newest trend isn’t always the best star to follow. Think in terms of impact, strategy and learners.
Have goals and aspirations
Believe in your abilities, take more risk and experiment
Focus on work you are proud of.
It's ok to fail
Find your mentors
Stay healthy
Live life without regret