



www.astd.org

Future Trends in Training and Development

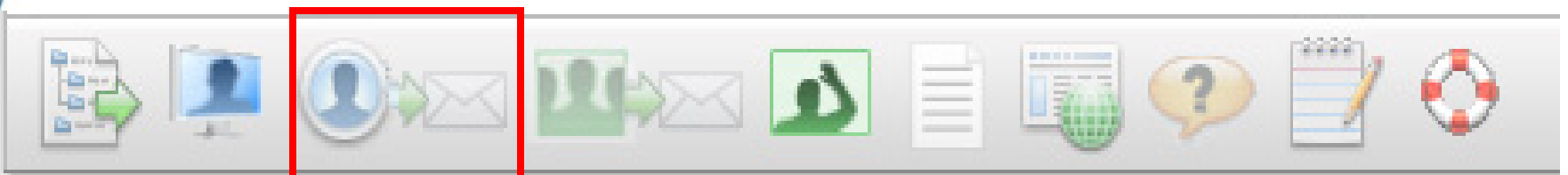
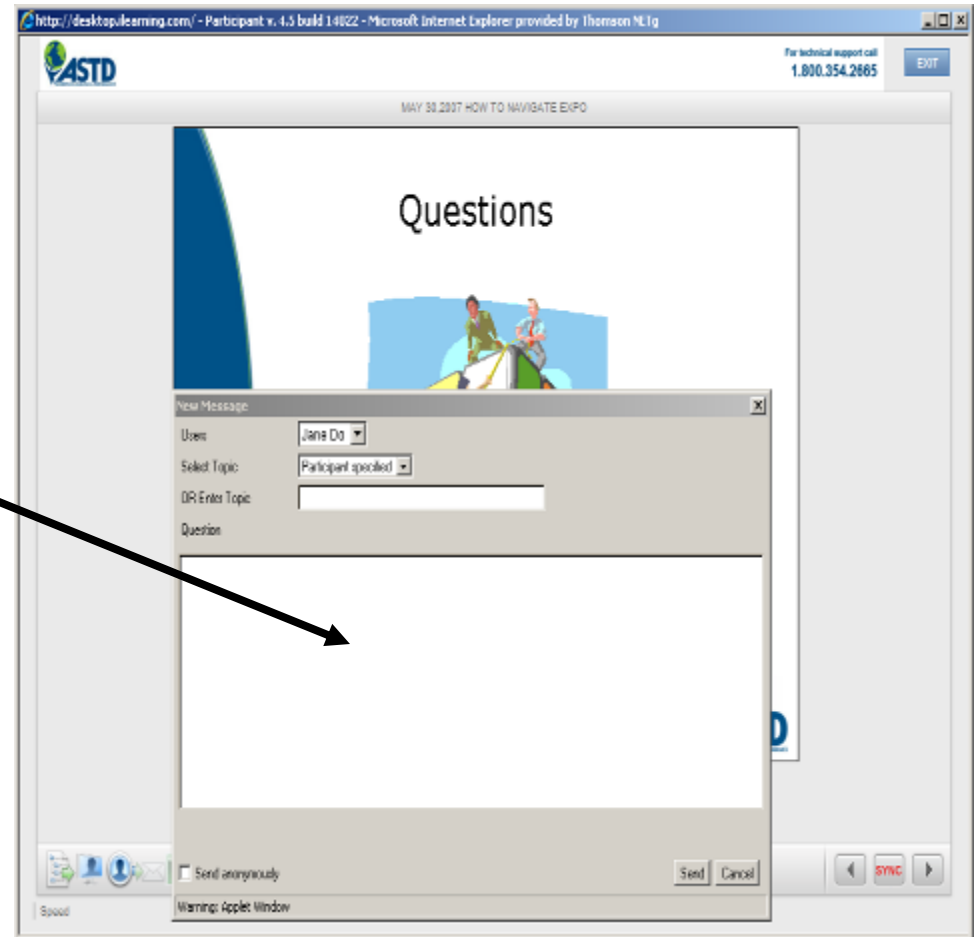
Sponsored by

Learn.com.

Rapid. Scalable. Continuous.

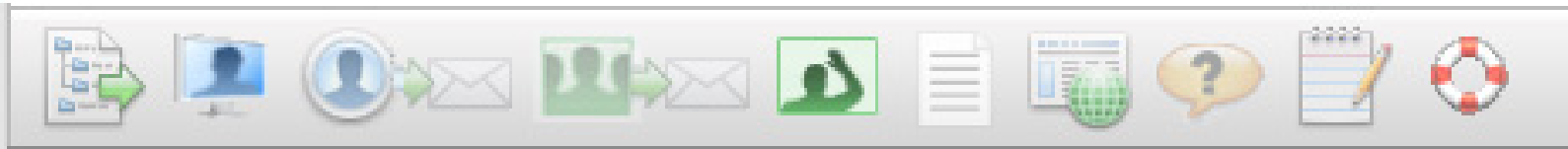
Asking Questions

1. Click on the **Online Expert** icon to type your question.
2. Once finished, click **Send** to submit your question.
3. The **Online Expert InBox** envelope will illuminate when you receive a response.
4. To view the answer, click on the **Online Expert InBox** envelope



Additional Features

- Map
- Ask Presenter
- Ask Online Expert
- Ask Participant
- Signal Presenter
- Class Roster
- Resources
- FAQs
- Take Notes
- Help



Using Signal

Use the Signal button to respond to the presenters when they ask for a show of hands



Need Technical Help?

**If you are experiencing any technical problems,
please contact a Support Specialist by phone:
800.354.2665**



The solution center team is available 24 hours a day, 7 days a week

Future Trends



A Bonus Webcast From the December Issue of *T+D*

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





Don Cook

Senior Vice President

Learn.com. | *Rapid. Scalable. Continuous.*

Learn.com. | *Rapid. Scalable. Continuous.*





Paula Ketter

Editor

T+D

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





Marc Rosenberg Marc Rosenberg & Associates

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





Pat McLagan Chair and CEO McLagan International

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



The Future of Learning and E-Learning: Six Drivers and Trends



www.astd.org

Marc J. Rosenberg
Marc Rosenberg and Associates
www.marcrosenberg.com

Content Copyright © 2007 by Marc J. Rosenberg

December 18, 2007

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

Six Future trends...

1. Learning will evolve beyond training.
2. Blended learning will be redefined.
3. Learning will move to the workplace.
4. Learning and e-learning will be less course-centric and more knowledge-centric.
5. Learning strategies will adapt differently to different levels of mastery.
6. “Web 2.0” will revolutionize learning.

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

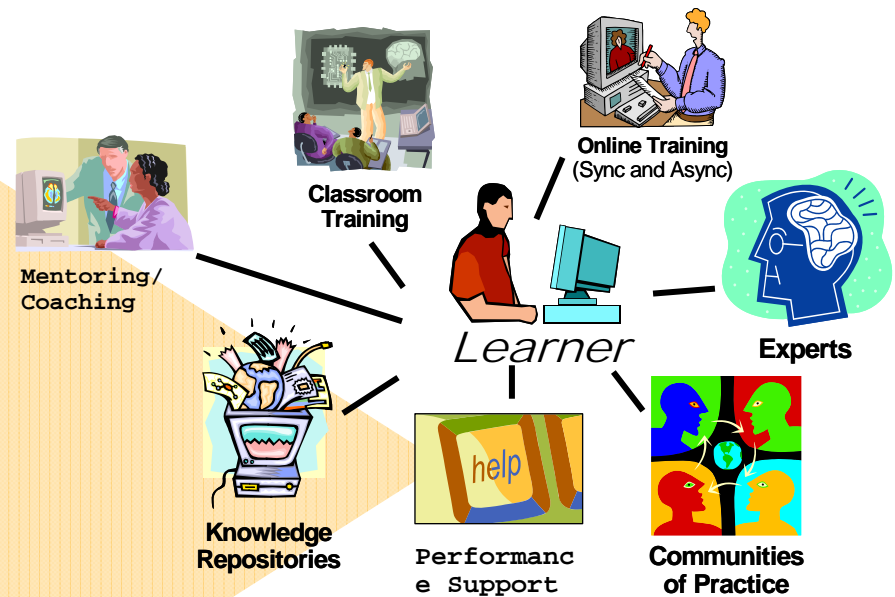
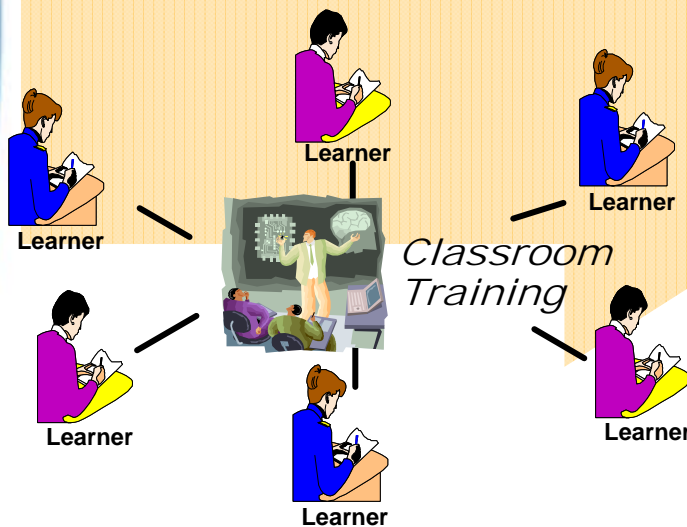
Content Copyright © 2007 by Marc J. Rosenberg



1. Learning will evolve beyond training

Old Paradigm

- The instructor is viewed as the center of all knowledge.
- Everyone learns the same way.
- The classroom is seen as the place where all knowledge disseminates.
- The course is viewed as the preferred format for learning.



New Paradigm

- The employee/learner is viewed as a knowledge seeker, with constantly changing learning needs and time frames.
- Online and offline services enable greater access to the total set of knowledge, learning and performance resources.
- Learning in the workplace, at the moment of need, becomes essential.

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

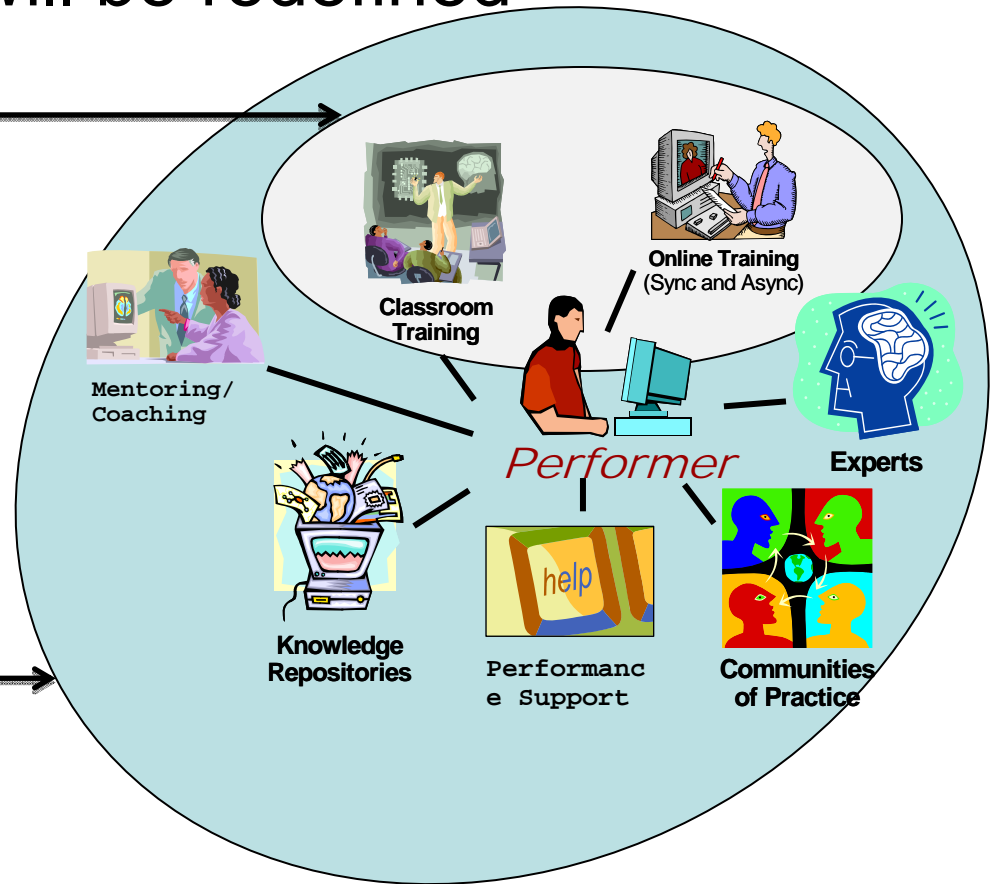
Content Copyright © 2007 by Marc J. Rosenberg



2. Blended learning will be redefined

Traditional View of Blended Learning

Evolving View of Blended Learning



Sponsored by

Learn.com.

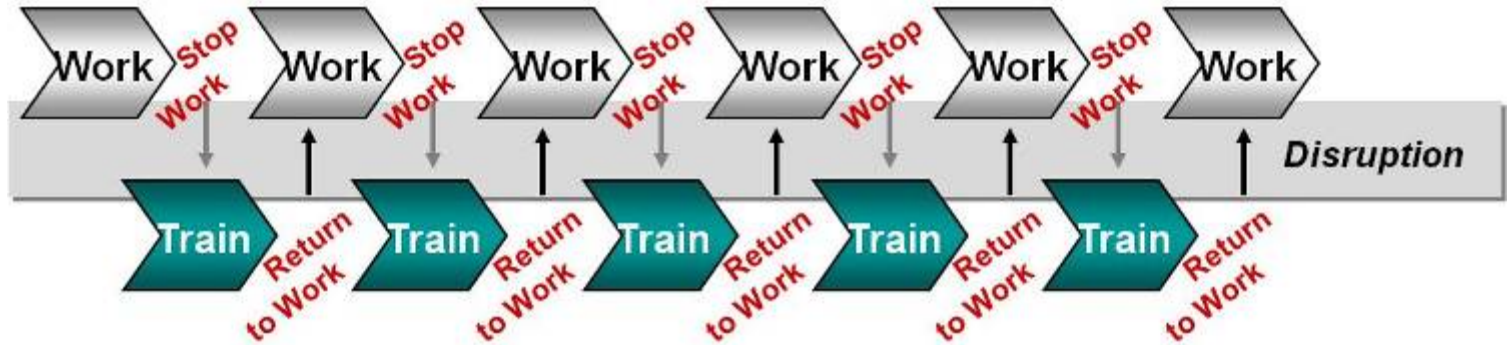
Rapid. Scalable. Continuous.

Content Copyright © 2007 by Marc J. Rosenberg

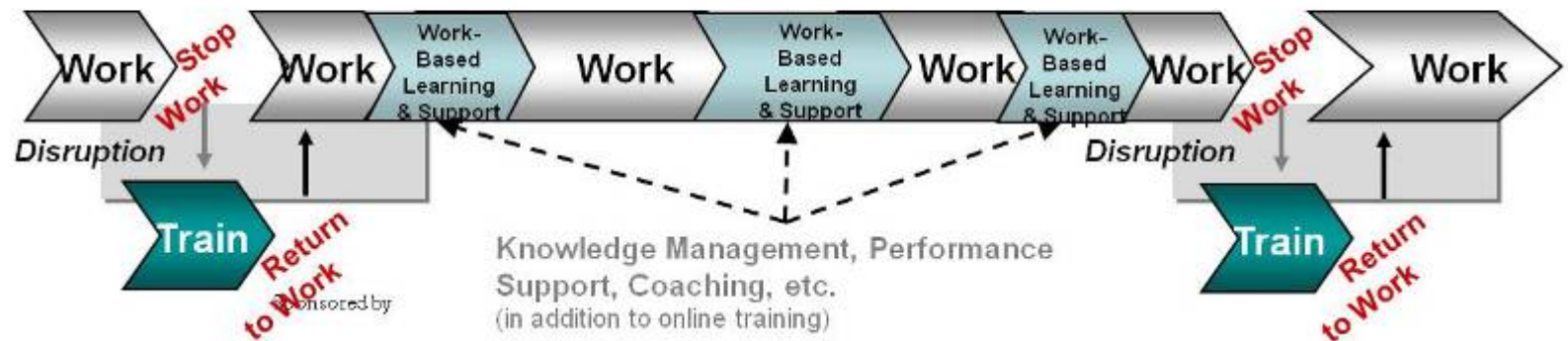


3. Learning will move to the workplace

Weak alignment of work and learning



Greater alignment of work and learning



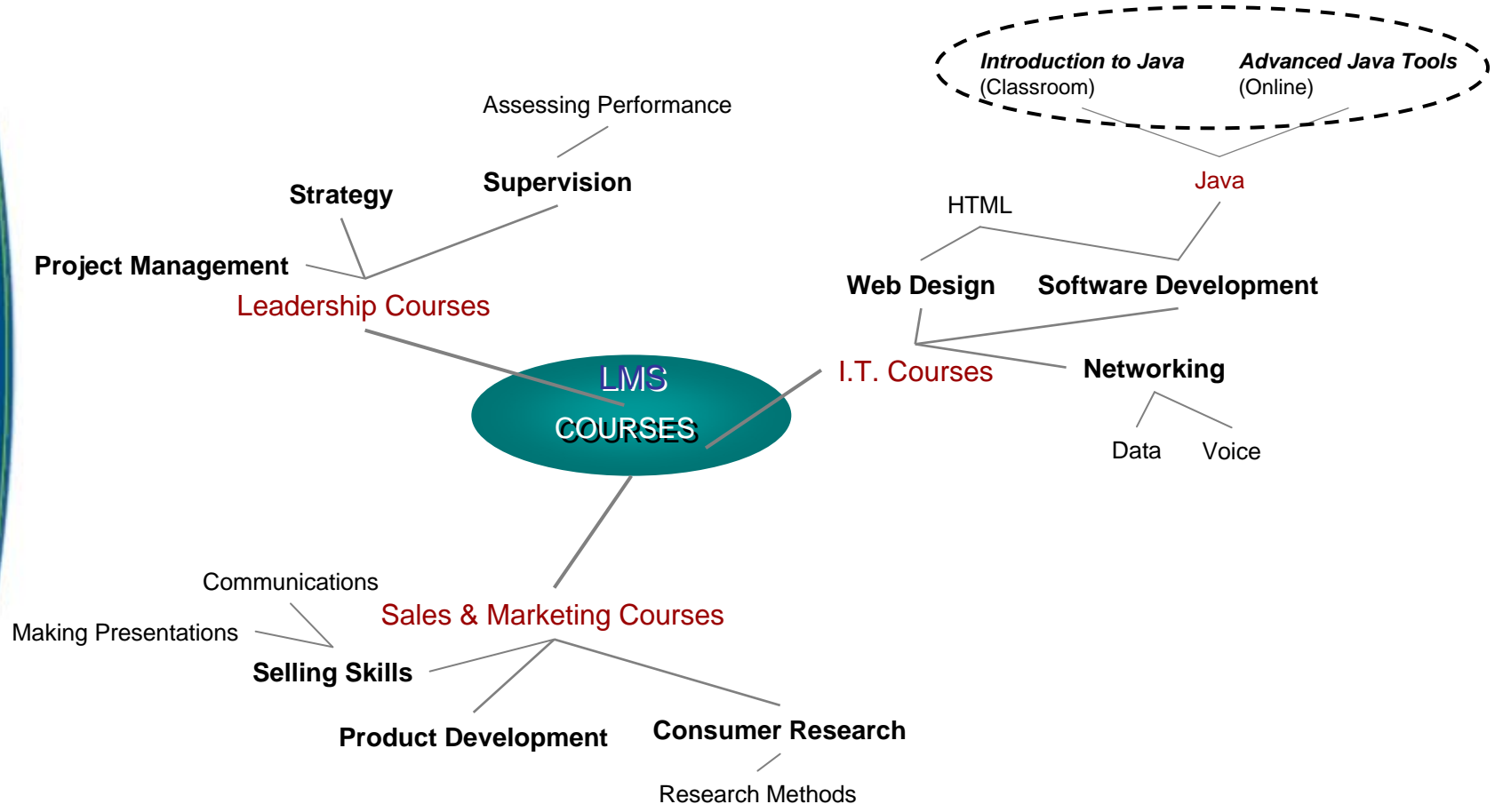
Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

Content Copyright © 2007 by Marc J. Rosenberg



4. Learning and e-learning will be less course-centric and more knowledge-centric



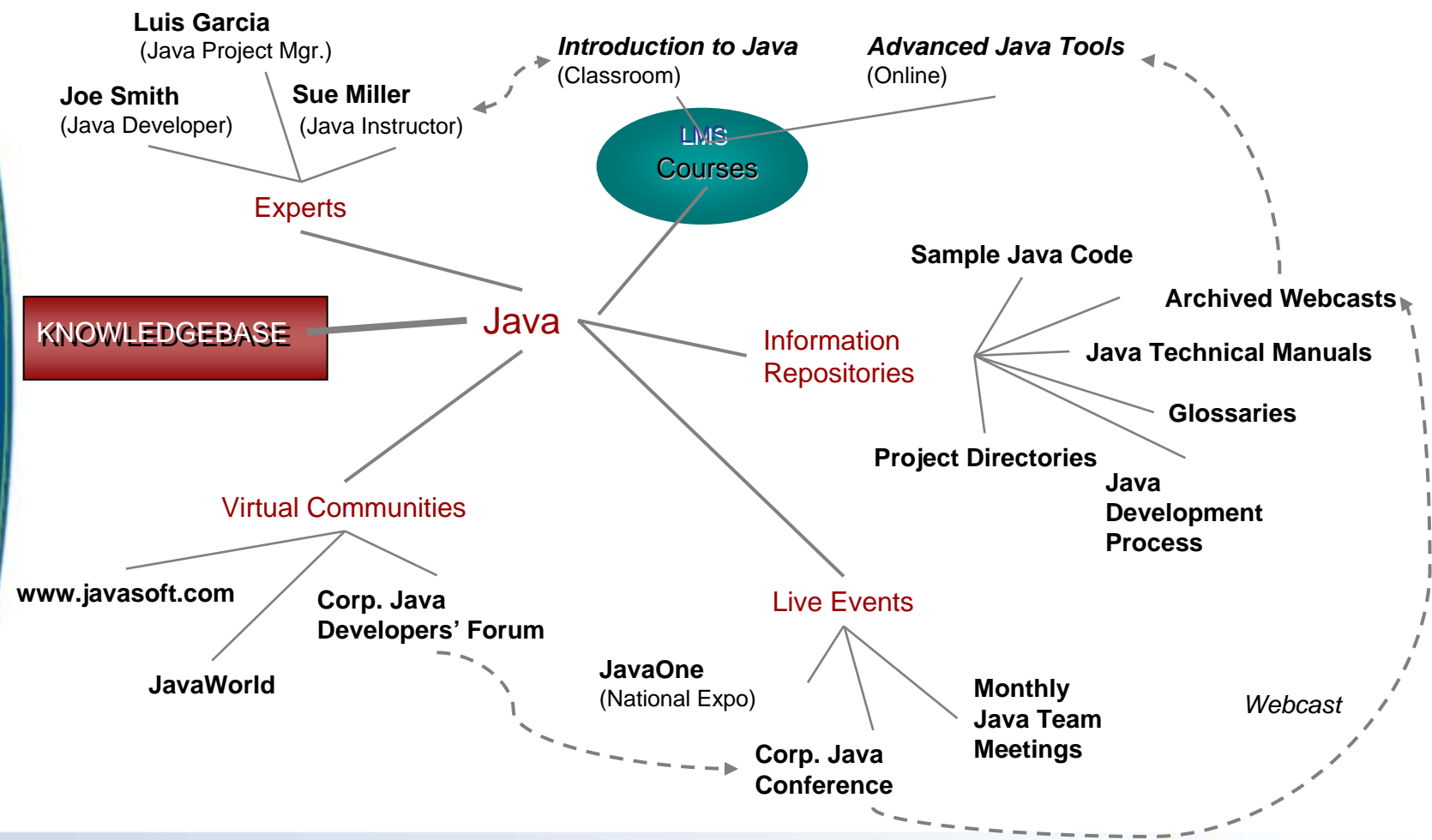
Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

Content Copyright © 2007 by Marc J. Rosenberg



4. Learning and e-learning will be less course-centric and more knowledge-centric



Sponsored by

Learn.com. | Rapid. Scalable. Continuous.

Content Copyright © 2007 by Marc J. Rosenberg



5. Learning and e-learning strategies will adapt differently to different levels of mastery



Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

Content Copyright © 2007 by Marc J. Rosenberg



6. Web 2.0 will revolutionize learning



- “*The early web*” was focused on information storage and viewing; mostly a passive user experience.
- “*e-Commerce*” introduced the concept of transactions.
- “*Web 2.0*” moves from static information and transactions to ***dynamic collaboration***. It is a more interactive and personable experience.

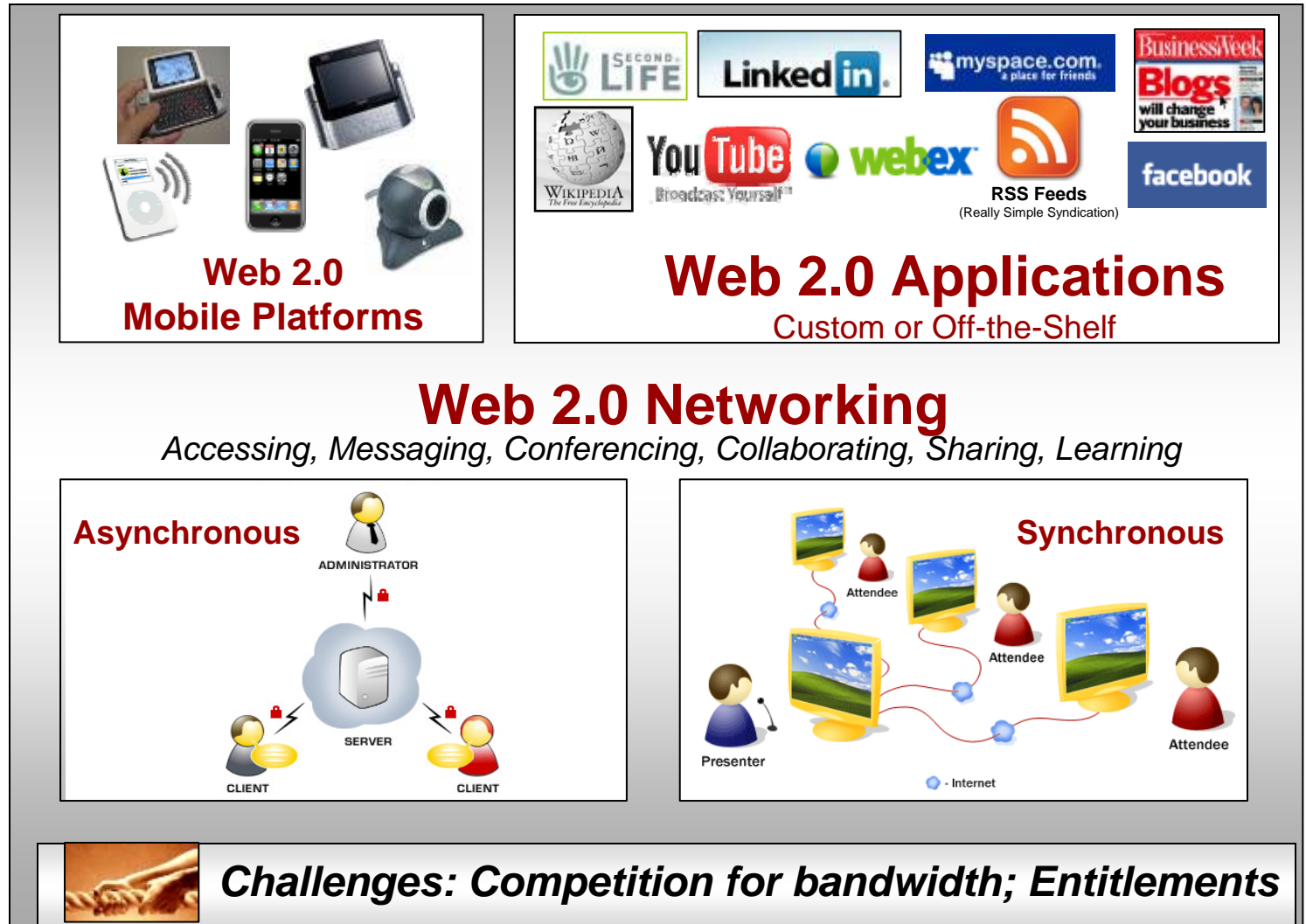
Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

Content Copyright © 2007 by Marc J. Rosenberg



6. Web 2.0 will revolutionize learning



Sponsored by

Learn.com.

Rapid. Scalable. Continuous.

Content Copyright © 2007 by Marc J. Rosenberg



Summary: Six Future trends...

1. Learning will evolve beyond training.
2. Learning will move to the workplace.
3. Blended learning will be redefined.
4. Learning and e-learning will be less course-centric and more knowledge-centric.
5. Learning strategies will adapt differently to different levels of mastery.
6. “Web 2.0” will revolutionize learning.

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

Content Copyright © 2007 by Marc J. Rosenberg



Thank you!

For more information, contact:

Marc Rosenberg
marc@marcrosenberg.com
www.marcrosenberg.com



Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



Questions?

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

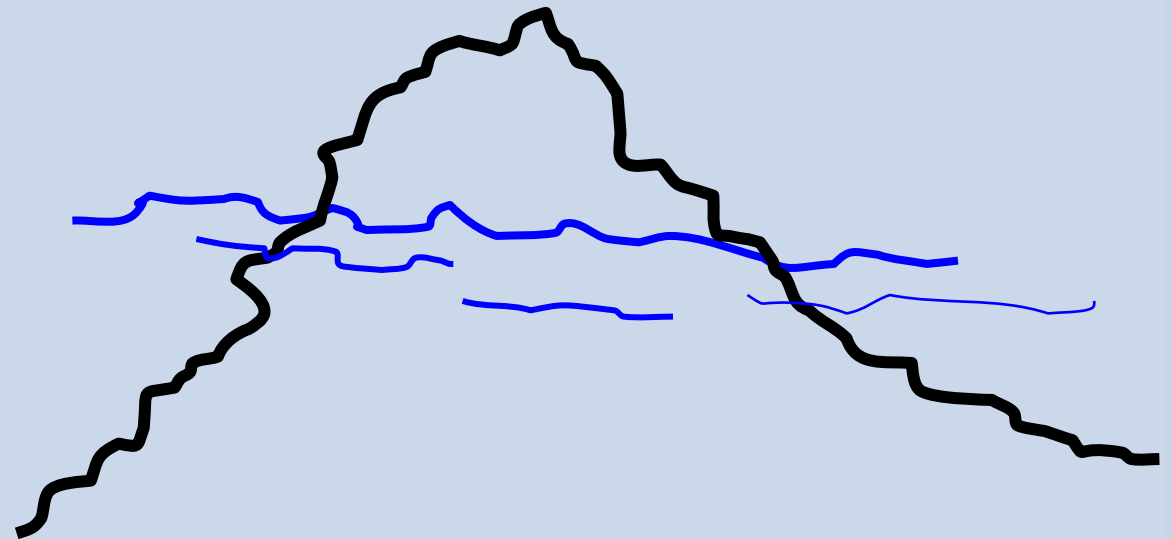




www.astd.org

The **BIG** Shift?

Who's in charge of learning???



Learn.com. | *Rapid. Scalable. Continuous.*

*Our **RADICALLY** changing context....*

Drivers

- Globalization
- Technology advances
- Cognitive and Relational nature of work: People as key economic assets
- Generational, cultural, educational diversity

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



*Our **RADICALLY** changing context....*

Drivers

- **Globalization**

- Technology advances
- Cognitive and Relational nature of work: People as key economic assets
- Generational, cultural, educational diversity



- **Decentralizes**

- **Network-izes**

- **Juxtaposes cultures and capabilities**

Sponsored by

Learn.com.

Rapid. Scalable. Continuous.



Our **RADICALLY** changing context....

Drivers

- Globalization
- **Technology advances**
- Cognitive and Relational nature of work: People as key economic assets
- Generational, cultural, educational diversity



- **Peer-peer**
- **Systems architecture and value networks**
- **Removal of routine and dangerous**

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



Our **RADICALLY** changing context....

Drivers

- Globalization
- Technology advances
- **Cognitive and Relational nature of work: People as key economic assets**
- Generational, cultural, educational diversity



- **Cognitive challenges**
- **Distancing**
- **Rapid Change: innovation imperative**
- **Transactive memory**
- **Tacit knowledge**
- **Interaction as accelerator**

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



*Our **RADICALLY** changing context....*

Drivers

- Globalization
- Technology advances
- Cognitive and Relational nature of work: People as key economic assets

• **Generational, cultural, educational diversity**



• **Mindsets and values**

• **Capabilities**

• **Receding tide lowers all ships**

Sponsored by

Learn.com.

Rapid. Scalable. Continuous.



Relevant conclusions.....

World around us is too complex, changing, & diverse for hierarchically or externally managed learning

The cognitive and relational nature of work makes work itself a continuous and accelerated learning process where personal learning skills are differentiator

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



But current paradigm...

- The learning professional is the main designer and developer of learning experiences – is the “learning” expert
- There is top down determination of formal learning focus
- Main tracking focus is third-party managed learning (e.g., hours learning; \$ per employee; % of payroll)

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





PAST
Professional manages learning
Learner implements

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



PAST

- Professional manages learning
- Learner implements

FUTURE

- Learner manages learning
- Professional supports

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



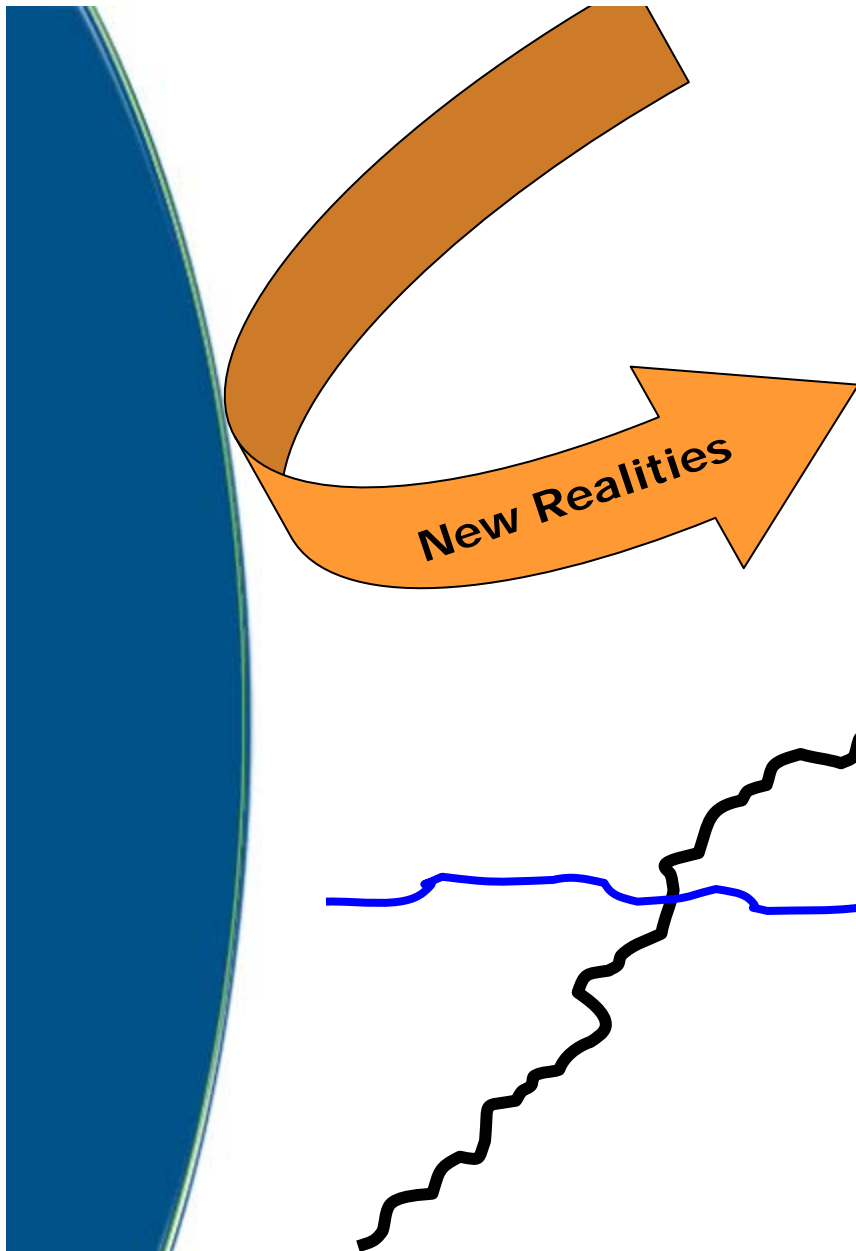
***Learners are clearly in control of
more of their own learning***

***But are they ready???? Are
Learning professionals
ready???***

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





MARC's Points: Tip of the Iceberg

- Learning will evolve beyond training.
- Blended learning will be redefined.
- Learning will move to the workplace.
- Learning and e-learning will be less course-centric and more knowledge-centric.
- Learning strategies will adapt differently to different levels of mastery.
- "Web 2.0" will revolutionize learning.

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



MARC's Points

- Learning will evolve beyond training.
- Blended learning will be redefined.
- Learning will move to the workplace.
- Learning and e-learning will be less course-centric and more knowledge-centric.
- Learning strategies will adapt differently to different levels of mastery.
- "Web 2.0" will revolutionize learning.



New Realities



**Deeper Shift
needed: New mental
models and
capabilities**

- **Learners**
- **Learning Professionals**

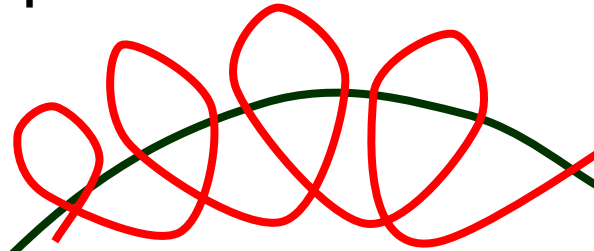
Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



PAST
Professional manages learning

Learner implements



TRANSITION

- Learning to learn
- PS/DMaking
- Systems thinking
- Creative problem solving
- Quality tools
- Competency models
- Emotional intelligence
- Development plans

FUTURE
Learner manages learning
Professional supports

Sponsored by

Learn.com.

Rapid. Scalable. Continuous.



The **DEEPER** trend toward “professional” self-managed learning....

The emerging “EVERYPERSON”

I....

- Draw insight from information
- Evaluate info quality
- Am a competent user of the variety of learning resources
- Check for assumptions (second order thinking)
- Use analytical, systemic, and creative thinking processes
- Consciously manage my own learning
- Extract learning from experience
- Constructively engage in conflict
- Help others learn

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



The **DEEPER** trend – for **US** to create....

“THE LEARNING PROFESSIONAL”

I....

- Help link organization needs and learner priorities.
- Create designs and experiences that accelerate the learning the organization needs
- Ensure that individuals and managers have the learning capabilities and mental models they need to be full players in the learning network
- Make accelerated learning resources accessible; create Knowledge Management systems
- Am a guide and facilitator of the learning process

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



Imagine the impact of competent self-managed learning when...

1. Learning evolves beyond training.
2. Blended learning is redefined.
3. Learning moves to the workplace.
4. Learning and e-learning are less course-centric and more knowledge-centric.
5. Learning strategies adapt differently to different levels of mastery.
6. "Web 2.0" revolutionizes learning.

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





The **BIG** Trend:
The shift to **COMPETENT** self-
managed learning.

**Multiplying the effect of
all trends.....**

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



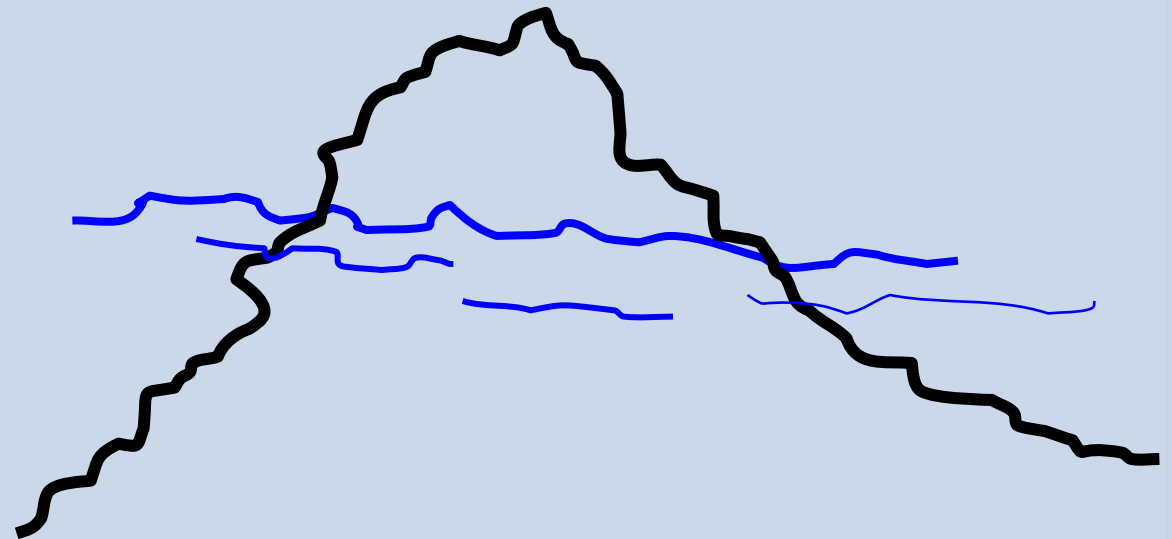
The **BIG** Shift:

The shift to **COMPETENT**
self-managed learning.



www.astd.org

patmclagan@mclaganint.com



Learn.com. | *Rapid. Scalable. Continuous.*

The **BIG** Shift: The shift to **COMPETENT** self-managed learning.

For more information, contact:

Pat McLagan

patmclagan@mclaganint.com

www.mclaganint.com

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



Questions?

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*



Thanks to our sponsor

Learn.com. | *Rapid. Scalable. Continuous.*

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*





Look for the next webcast from *T+D* in early 2008

Sponsored by

Learn.com. | *Rapid. Scalable. Continuous.*

