

Networked for Learning

Planning your development



Learning at Work Week 2018



Hey folks, my name is Summer Macer and I'm HR and Training Consultant with Schools Personnel Service and Welcome to Learning at Work Week 2018.

Learning at Work Week is the biggest festival of workplace learning. Organised by the Campaign for Learning, this annual event has been taking place since 1999 and looks to put a spotlight on the importance and benefits of learning and development at work, and this year's theme is 'Networked for Learning'.

Working with our friends at Kent Teach we've curated a series of resources for our network of teachers, school leaders and school based staff.

All this week, we're sharing our TED Talk recommendations, 7 days and 7 talks each providing helpful insights on networking – it's value, reaching outside your work-world and connecting with those who think differently; strategic and serendipitous networking and to be able to capitalise on those opportunities that present themselves and also how to have better conversations. There's also a personal favourite from the amazing Brene Brown, I do hope you enjoy it as much as I do.

We've also got a team of bloggers – our regular bloggers and some new faces – to offer us their thoughts from the field and sharing ideas for personal and professional development.

And there's this 10 minute video, another gift from us to you and available to view all week. We'll look at how you might approach planning your development – and we're looking holistically and both personal and professional development.

So here's to Learning at Work Week, lets get started.

Why keep on learning?

Learning is key! It benefits individuals and organisations in a number of ways:

- Keeping up to date with current trends and key developments in your field
- Developing knowledge base to better inform decision making
- Developing skill base to enhance work performance
- Gaining insights from other professionals/fields and sectors – innovation and creativity



With so much to discover, it can be hard to begin. Finding out what others know is a great way to start. We're wired to be social. Let's learn together.

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So, why keep on learning?

For me learning is key, it benefits individuals and organisations in a number of ways. It inspires and enables both personal and professional growth and the opportunities for learning are frankly infinite!

As an L&D consultant with SPS, I am regularly seeing the benefits of high quality professional development and I myself am always consciously investing in my own learning and development and look to make it a priority. As I do this I am able to keep up with key trends and developments both in my professional field of HR and L&D, whilst also being able to keep up to date with trends and issues impacting on the education sector. So the school and academies that I work with on the key issues that they are facing. It also enables me to develop my knowledge base and that helps me to make better decisions, more informed decisions. It also supports developing the skill base and that works to enhance work performance and also as I look to develop myself more widely and broadly, in terms of materials and resources through what I access and the connections that I make. I am also able to gain insight from other professionals in other sectors, and that's really helpful when thinking innovatively and creatively, bringing a wide variety of thoughts and prospective to the work that I do; and the way in which I am able to support schools and apply new thinking to existing or new problems and that's really powerful as well.

Why keep on learning?

Learning is key! It benefits **individuals** and organisations in a number of ways:

- Better able to identify potential problems and generate innovative solutions
- Enhances job satisfaction, employee engagement and opportunities for progression
- Organisationally (in addition) maximises staff/team potential, improving engagement, morale and sharing of best practice and support



If you've budding ideas and want to grow your talents, it's great to make connections. Good stuff happens when we learn together.

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Other reasons to keep on learning?

Well, better able to identify potential problems and generate innovative solutions, it also enhances job satisfaction, and from an organisation perspective employee engagement, as well as thinking about the opportunities for progression for both the individual and from the organisational point of view, thinking about talent management and succession planning.

In addition to all of that, it maximises staff and team potential. It improves engagement and morale and the opportunity to share best practice amongst colleagues as well.

So, the value of learning just keeps on giving as it were.

Why keep on learning?

Learning is key! **As well as outcomes the process/journey of learning offers a number of benefits**

- Boosts confidence
- Improved wellbeing and better quality of life



Wheel of Well-being

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Learning really is key and is not just about the outcomes. It's the process and the journey that offers benefits as well. It boosts confidence and most importantly there, boosts wellbeing and a better quality of life.

Learning is also one of the essentials for wellbeing. Studies consistently show that psychological, neurological and physiological/physical benefits of learning and its positive impact on our all round health and wellbeing.

As a learning and development professional I see and experience this on a daily basis and as teachers and educators I'm sure you do to. We're forever learning for ourselves, for others and with and from others. It's a powerful experience and a virtuous circle.

But learning and networking?

Networked learning is a process of developing and maintaining connections with people and information, and communicating in such a way so as to support one another's learning. Dirckinck-Holmfeld, Jones and Lindström (2009)

In practice this could include:

- Coaching and mentoring
- Online communities and forums
 - LinkedIn, Twitter, Facebook, Blog, TED Talks, TED Ed
- Play an active role in professional associations
- Build internal and local networks/contacts



Wheel of Well-being



Equally in terms of learning and networking and bringing those two things together.

Networking is an essential activity for learning and another important strand of wellbeing. Meaningful relationships with family, friends, colleagues and our personal and professional networks adds to our lives. Inevitably we'll all have a professional network around us from our colleagues and peers across our schools and settings and wider partnerships and collaborations both locally and perhaps further afield.

If we dovetail this will fostering and maintaining a meaningful virtual network and the benefits are endless. There is a wealth of quality online content and connectivity to be had. An endless array of forums, views, perspectives and resources to stimulate and invigorate our own thinking and creativity, support with problem solving and help in developing our knowledge, skills and behaviours.

Online networking is flexible too, readily accessible it is easy to get lost and spend a good few hours engrossed in content you happened to "stumble across". Accessing online resources and forums makes it so easy to continue to develop and refine our knowledge and skill set throughout our life, career and for those just in time moments too. And means we can learn and connect in and around all of our many commitments. For me a TEDTalk whilst making dinner or reading what others in the fields of HR and Education are talking about on any given day via Twitter or blog it gets me thinking Is it

relevant to me and my work? Do I want to learn more? What's my view? All whilst the latest episode of my favourite soap is on in the background. Perfect way to learn and multitask and often all from the comfort of my sofa.

There are a number of resources available to you, I've picked a relative few on the slide there and not forgetting that we will be sharing our TED Talk recommendations all this week. Remember these are 7 daily TEDTalks each with an interesting perspective, advice and guidance on networking both as professionals and how as educators you can engage your pupils and young people in networking in the classroom to support their learning and independence and inspire those lifelong learning skills that we know are so important.

How do I work out my development needs?



Identify



Plan



Do



Review

Lets have a look now at how I work out my development needs.

Your development needs are as unique as you are, it is about identifying what your needs are, plan the steps you are going to take, doing it and taking the leap there and reviewing your progress as you go along and of course at the end.

Identify what you'd like to learn

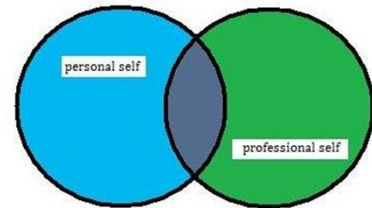
Where are you now?

You'll need to undertake a...



Where do you want to be?

Think about both your...



So, identify what you would like to learn.

Have a conversation with yourself, have some self awareness, where are you now? Have a stock take, what are your current strengths, what are your current areas for development in terms of opportunity to enhance what you are doing and your contribution in your current role. Think about your current skill set, and also thinking about where you want to be. Think about both your professional self and about your personal self, remembering this holds true whether you are planning professional development or whether you are planning personal development as well. You will also need to align these two things, the areas that you want to develop professionally do not just happen in a vacuum, there is a personal self. Your many commitments, time you have available, how you can manage any additional workload in terms of training, meetings and taking part in projects etc. Those two things do need to take part together.

So, undertake a stock take, also do some star gazing, where do I want to be? And ultimately what you want to be doing is take steps to bridge those gaps and that is where a plan comes in.

Plan how to bridge the gap

What do I need to learn?

- This is the knowledge, skills and experience you identified to bridge the gap between the now and where you want to be

How can I build/make best use of my network?

- Tapping into your existing network, building your network and how can you best network for learning? Remembering to think virtual and actual

By when?

- Prioritise the most important activities and assign a timeframe



When we connect and share, things start rolling. From building skills and know-how to hot ideas. Good stuff happens when we learn together.



You want to think SMART.

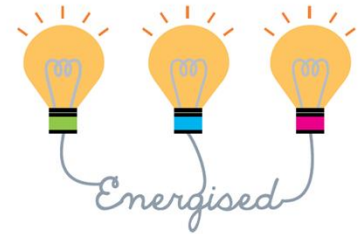
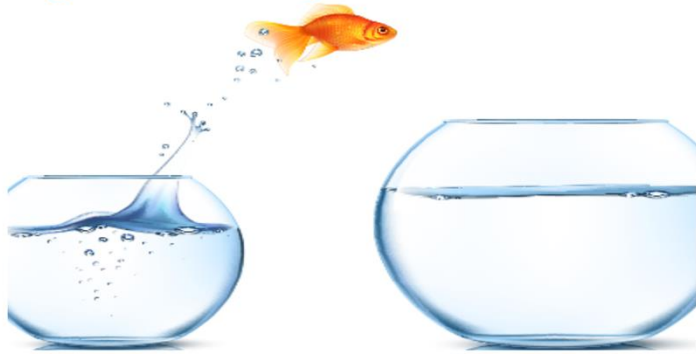
So you need to be as specific as possible in our plan, we want to put some timescales in there, be able to measure our success, we want to ensure it is achievable and relevant and realistic as well. Bringing together that professional and personal self.

Plan how you are going to bridge the gap, what do I need to learn? This is the knowledge, skills and experience that you have identified to bridge the gap and between the now and where you want to be.

Think about particularly the theme of network for learning, how can I build to make the best use of my network? Is it about tapping in to my existing network? Yes. Is it about building my network? Yes. Also, how best can you network your learning in terms of what else might you be able to do and to capitalise on to support that learning. Again, think about your actual network as well as the opportunity for virtual networking.

By when? By prioritising the activities and assign the time frame and ultimately get started.

Doing it and making it work



The best tonic is often the simplest - a break from routine, sharing ideas, or a fresh look at what matters. Good stuff happens when we learn together.

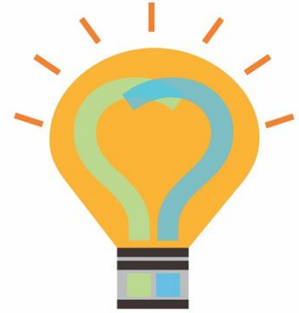
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Make it work, take that leap

Review

- Ongoing review of progress and learning
- Review approach – opportunity to pivot and try new things
- What have you learned compared to what you planned?
- What else have you learned?
- Have you contributed to the learning of others?
- Opportunities to capitalise on any/all of this further?



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You will also want to think about reviewing your progress as you go along. So ongoing review and doing that gives you the opportunity to pivot. It gives you the opportunity to make tweaks and changes, be it in response to a change in circumstances or situations. Or be it because the development opportunities are serendipitously being capitalised on and are now taking you down an exciting path that you haven't planned for to start with and actually you have time to refine and reshape your plan.

Also think about what you have learnt to what you have planned, as I am sure there will be a whole host of additional learning that takes place that you couldn't have planned for. So what else have you learnt, as it says there.

What have you contributed to the learning of others? An important thing about networking is about absolutely it should be a collaborative space a quid quo pro and if you have undertaken a stock take, you will know your areas for development. You will also know the areas of strength you are able to offer and share with others and so the opportunity to learn, but also contribute to the learning of others as well. Also think about further capitalising, so what are your next steps? What does the future look like? How are you going to continue this journey and continue to develop. Is it continue to develop in this particular area on this particular topic in this particular field, or is it building on that and stretching yourself and developing in other areas. So always keeping that under review.

So some headline top tips for you there.

Our featured TED Talks

1. **Networking is not working: Doug McColgin**
2. **Rediscovering Personal Networking: Michael Goldberg**
3. **Build a School in the Cloud: Sugata Mitra**
4. **Reimagining Classrooms: Teachers as Learners and Students as Leaders: Kayla Delzer**
5. **Why Your Critics Aren't The Ones Who Count: Brene Brown**
6. **Be an opportunity maker: Kare Anderson**
7. **Michael Goldberg – advice for students at Rutgers university on networking**

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In terms of our featured TED talks that I made reference to. Networking can sometimes feel a little uncomfortable or maybe some folks feel a little unsure. So these 7 TED talks are really engaging and inspiring TED talks

Day 1 #learningatworkweek & the 1st of our curated TED Talks. Here Doug McColgin talks about the value of networking with those outside our work-world... great discovery exists in connections with those who think differently @LAWWeekWire @SM_HRTC [@thesps_online](#) #Sharingiscaring

Day 2 #learningatworkweek this interesting [@TEDTalks](#) from [@MEGoldberg](#) talks about strategic & serendipitous networking & offers a model to help us think like a networker and talk like a networker and have better conversations @LAWWeekWire @SM_HRTC [@thesps_online](#) #Sharingiscaring

Day 3 #learningatworkweek this interesting [@TEDTalks](#) from @SugataM is a call to arms... his wish, to build a school in the cloud where children can explore and learn from each other using resources and mentoring from the cloud @LAWWeekWire @SM_HRTC [@thesps_online](#) #Sharingiscaring

Day 4 #learningatworkweek today's [@TEDTalks](#) from @tweetingtopdogs sees Kayla, a 2nd grade teacher talk about breaking down the 4 walls of the classroom & allowing her students to learn virtually and become globally connected @LAWWeekWire @SM_HRTC [@thesps online](#) #Sharingiscaring

Day 5 #learningatworkweek offers something special @brenebrown 1/25 most popular TEDs shares insights from her work on vulnerability – the birthplace of innovation & creativity Sharing our ideas/work can be scary hear how to deal with the critics & our own self-doubt @LAWWeekWire @SM_HRTC [@thesps online](#) #Sharingiscaring

I cant encourage you to watch that TED talk enough.

Day 6 #learningatworkweek Todays TED is from [@KareAnderson](#) In this TED Talk we revisit the importance of connection and collaboration and 'collective mindset' and how it pays to be open to the unexpected... to be opportunity makers @LAWWeekWire @SM_HRTC [@thesps online](#) #Sharingiscaring

Day 7 #learningatworkweek & our last featured @TEDTalks we're back with @MEGoldberg today. Michael kindly builds on his earlier work and shares more helpful advice on personal networking this time with the students of Rutgers University @LAWWeekWire @SM_HRTC [@thesps online](#)



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There you have it folks, SPS and Kent-Teach bringing you Learning at Work Week 2018.

Why not join our network? We are on Twitter which you can see there, we are also on LinkedIn and Facebook.

Start conversations, be part of the conversations. Involve us in those, lets all get talking. Sharing ideas and practice and supporting each others development.

I hope you have enjoyed this quick video, it has proved food for thought. I hope you have enjoyed the TED talks and the other resources we have available to you.

Hope you have a great week, take care.