

ASTD 2011 ICE ORLANDO FLORIDA

TU109

**Critical Survival
Skills for Workplace
Learning Professionals**

**We're creating the
future ... not
perfecting the past**

Learning Objectives

- Identify twelve competencies for workplace learning professionals of the future.
- Analyze your personal professional competency quotient and identify areas in which you need to improve competency.
- Discover specific strategies for building competence in each area.
- Create an action plan to initiate your professional development in these areas.

Traditional Environment	Complex Adaptive Environment
<ul style="list-style-type: none">• Command and control• Hierarchical power structure• Top-down feedback• The learned are in charge• Knowledge resides with the leaders• Curriculum is trainer-driven• Homogeneous, stable, local	<ul style="list-style-type: none">• Self Organizing network• Vision & values driven• Autonomy• Free-flowing knowledge• Universal contributions• Always learning• Curriculum is driven by environment and learner• Constant change• global

INVENTORY

Who I Am

- Mission, Vision, Values

Who I Am

- Mission, Vision, Values
- Learner vs. Learned

Who I Am

- Mission, Vision, Values
- Learner vs. Learned
- Recreate Yourself

What I Do

- Networking

What I Do

- Networking
- Innovation

What I Do

- Networking
- Innovation
- Self-Promotion

What I Choose

- Flexibility

What I Choose

- Flexibility
- Energy Management

What I Choose

- Flexibility
- Energy Management
- Ambiguity and Uncertainty

- Critical Inquiry

What I Know

- Critical Inquiry
- Technological Literacy

What I Know

- Critical Inquiry
- Technological Literacy
- Systems Thinking

DEVELOPMENT STRATEGY

Development Strategy

- Review your Personal Professional Survival Skills Inventory.
- Select a competency to develop.
- Network with two to three people to develop the same competency.
- Identify strategies and create an action plan to take back to your workplace.

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Good Luck!

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