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Cultivating Social Learning in Your Ecosystem

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The following is a Slide Deck Preview (approved for all audiences)

Expanded slides and resources will be available at L4LP.com/social-learning during the conference.
Modern Learning in Theory

- Learning and Performance Ecosystem
- Personal Networks & Communities
- Internet and Other Resources
- Social Media
- Manager Support
- On-the-job Learning
- Training and Formal Education

Learner
NEWS FLASH...

We can’t push people into social learning....
We can, however, give them a hand up...
Social Learning Theory Quick Tour

**Social Learning**
- Instructing
- Observing and Critiquing
- Storytelling
- Questioning and Listening
- Encouraging and Advising
- Introducing to Connections
- Collaborating

**Relational Learning Theory**
- Participating in Training
- Practicing and Responding
- Listening and Observing
- Reflecting and Discussing
- Sharing
- Accessing Network
- Applying Learning in Work

**Community of Practice Theory**
- Knowledge domain
- Community of people who care
- Shared practice

**Connectivist Learning**
- Forming connections, selecting and filtering
- Learning Experience Stages
- Getting involved and making contributions
- Being aware and receptive
- Reflecting and making meaning

**Community of Inquiry**
- Engagement
- Behaviors
- Learning Facilitation
Cultivating Social Learning

How can you give people a hand up into productive social learning?

**WHY**  Nurture a purpose for interacting

**WILL and WAY** Scaffold individual inclination and skills

**WITH WHOM** Encourage solid interpersonal relationships

**WHERE** Suggest appropriate kinds of activities

**WITH WHAT** Offer supportive tools

More at L4LP.com/social-learning/
What is the nature of the peer-to-peer learning you hope to support?

- Crowd
- Set
- Network
- Team
- Task Force
- Community of Interest
- Peer Mentors or Coaches
- Community of Practice

Relative Social Learning Engagement
(your mileage may vary)
Cultivating Social Learning

Readiness  →  Social Learning  →  Outcomes

**WHY**  What are your goals?

**WILL and WAY**  How can you support readiness to learn?

**WITH WHOM**  How can you support relationship building?

**WHERE**  What social learning activities do you want to encourage?

**WITH WHAT**  What tools will be most useful?
L&D Team as Social Learning Champions

- Amplify
- Equip
- Curate
- Enlist
- Host
- Troubleshoot
- Connect
- Monitor

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Final Thoughts

While the modern world appears increasingly impersonal, in those areas where knowledge really counts, people count more than ever.

~ John Seely Brown and Paul Duguid
Thank You!

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http://l4lp.com/learning-environments/