

Intersection of training and learning

April 5, 2024

hannahbrown
LEAD WITH LEARNING



Land acknowledgement

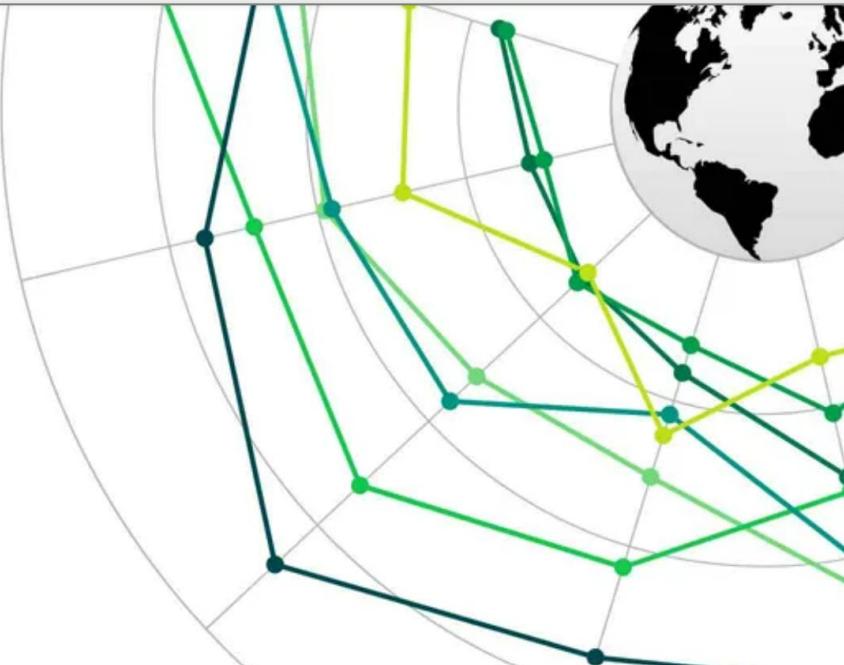
I acknowledge that I am situated on the traditional territory of the Anishnabek, Huron-Wendat, Haudenosaunee (Iroquois), Ojibway/Chippewa peoples and home to the Métis. This territory is covered by the Upper Canada Treaties.

As participants in today's virtual event, we are coming together from many different places. I encourage you to learn about and acknowledge the land from which you participate.

State of the Global Workplace: 2023 Report

This annual report represents the *collective voice of the global employee*. In this year's report, we examine the global rise in employees who are thriving at work, even as worker stress remains at a record high.

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Re: Nouns, verbs and quiet quitters



Dec 15, 2023 · 1 min read · 10 comments

To Hannah Brown



Wed 2023-11-15 8:51 AM

i You replied to this message on 2023-11-15 10:12 AM.

If there are problems with how this message is displayed, click here to view it in a web browser.

Some of us Quiet Quitters have given tremendous amounts of our time, dedication, passion and energy to our work only to be sidelined or take for granted. We just refuse to continue to "cast our pearls before swine".

We are actually waiting for management to be leaders and to recognize and acknowledge that we have quietly quit and to ask themselves and us why then set about to make it right. We can motivate and inspire ourselves just fine. We don't necessarily need leaders to do that for us but without leadership showing appreciation we will continue to quietly quit. In these circumstances, learning is neither a noun nor a verb but an interjection.

Dec 15, 2023 · 10 comments

Quiet Quitter

Scallop

RESTAURANT

EXIT
ONLY



Think of a training initiative you worked on that didn't 'land' as well as you wanted.

Think of a training initiative that didn't 'land' as well as you wanted. Why did it struggle?

18 responses

Only training initiative that didn't work was due to the programming failures of a software development company. So not a training failure but a system failure.

Lack of senior leadership commitment and no accountability

Not mine, but when I was teaching there was a top-down effort that was controlled with an iron grip. So the execution of the effort was awful.

Wasnt linked to leader KPI's

Lack of leadership commitment and no accountability after the training

We had a new initiative at my previous workplace that was a top down

66

“When learners receive manager support, 94% go on to apply what they had learned.” Performance improvement followed.

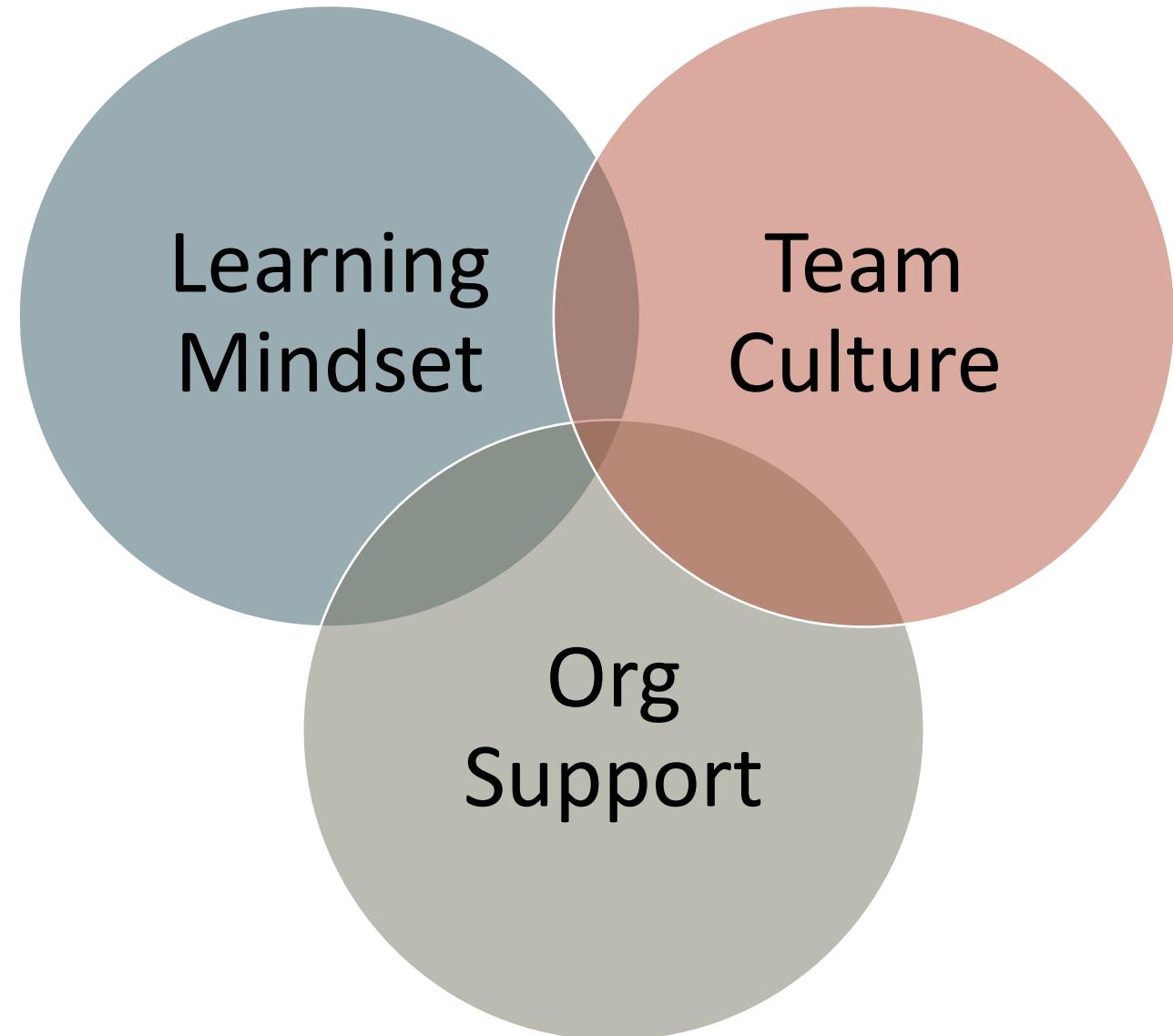
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What challenges do your leaders face with coaching and developing their employees?

30 responses



Growth through Learning





Thank you

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