

We are all in it together

So if we help ourselves and each other
we can make it a lot quicker and
easier

John Allen



Here's some tips on what we can do
but first of all why should we bother

John Allen



"My ancestors were printers in Amsterdam from 1510 or so until 1750, and *during that entire time they didn't have to learn anything new.*"

Peter Drucker, *Business 2.0* (08.22.00)

"Knowledge becomes obsolete incredibly fast. *The continuing professional education of adults is the No. 1 industry in the next 30 years ...* mostly on line."

Peter Drucker,
Business 2.0 (22August2000)



"The corporation as we know it, which is now 120 years old, is *not likely to survive the next 25 years.*

Legally and financially, yes, but not structurally and economically."

Peter Drucker, *Business 2.0* (08.00)

"There will be more confusion in the business world in the next decade than in any decade in history. And the current pace of change will only accelerate."

Steve Case



**"If you don't like
change, you're
going to like
irrelevance even
less."**

General Eric Shinseki,
Chief of Staff, U. S. Army

***"If there is nothing very
special about your work,
no matter how hard you
apply yourself, you won't
get noticed, and that
increasingly means you
won't get paid much
either."***

Michael Goldhaber, *Wired*



"We have entered an era in which work has become a personal choice. Rather than drawing one's identity from the job, *a job is now more and more perceived as an extension and a fulfillment of individual potential, and therein lies its main value.*"

Mihaly Csikszentmihalyi &
Barbara Schneider, *Becoming Adult*

"Firms will not 'manage the careers' of their employees. *They will provide opportunities to enable the employee to develop identity and adaptability and thus be in charge of his or her own career.*"

Tim Hall et al.,
"The New Protean Career Contract"



"You are the storyteller of your own life, and you can create your own legend or not."

Isabel Allende

"When I was growing up, my parents used to say to me: 'Finish your dinner—people in China are starving.' I, by contrast, find myself wanting to say to my daughters: *'Finish your homework—people in China and India are starving for your job.'* "

Thomas Friedman/06.24.2004



"Wealth in this new regime flows directly from innovation, not optimization. That is, wealth is not gained by perfecting the known, but by imperfectly seizing the unknown."

**Kevin Kelly,
*New Rules for the New Economy***

When land was the scarce resource, nations battled over it. The same is happening now for talented people."

**Stan Davis & Christopher Meyer,
*futureWEALTH***



Distinct ... or Extinct

Sheila Schwartz

1952 – 2008

SHE WOULD HAVE
DONE SOME
REALLY COOL
STUFF BUT ...
HER BOSS
WOULDN'T LET
HER!

John Allen



"A winning attitude takes a lot of hard, honest work. *It begins with an assumption that we do have a choice, we can make a difference among others and within ourselves.*"

James Cramer,
The Greenway Group & former CEO of the AIA

John Allen



So let's look at some choices

That you or your boss has to develop
YOU

All the concepts will be covered first
followed by their explanations

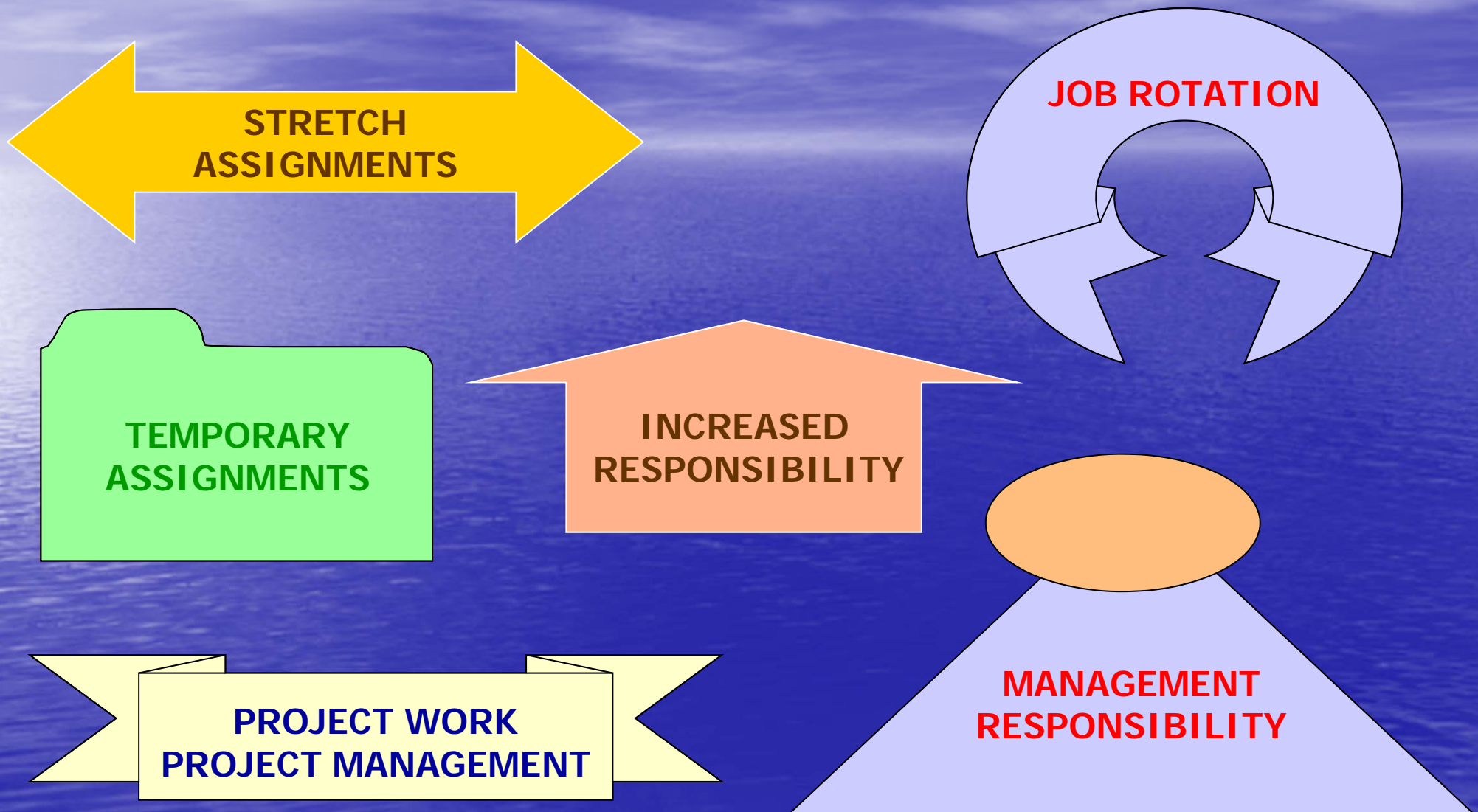


WE can learn in new situations
on-the-job



John Allen

On the job – learning from new situations

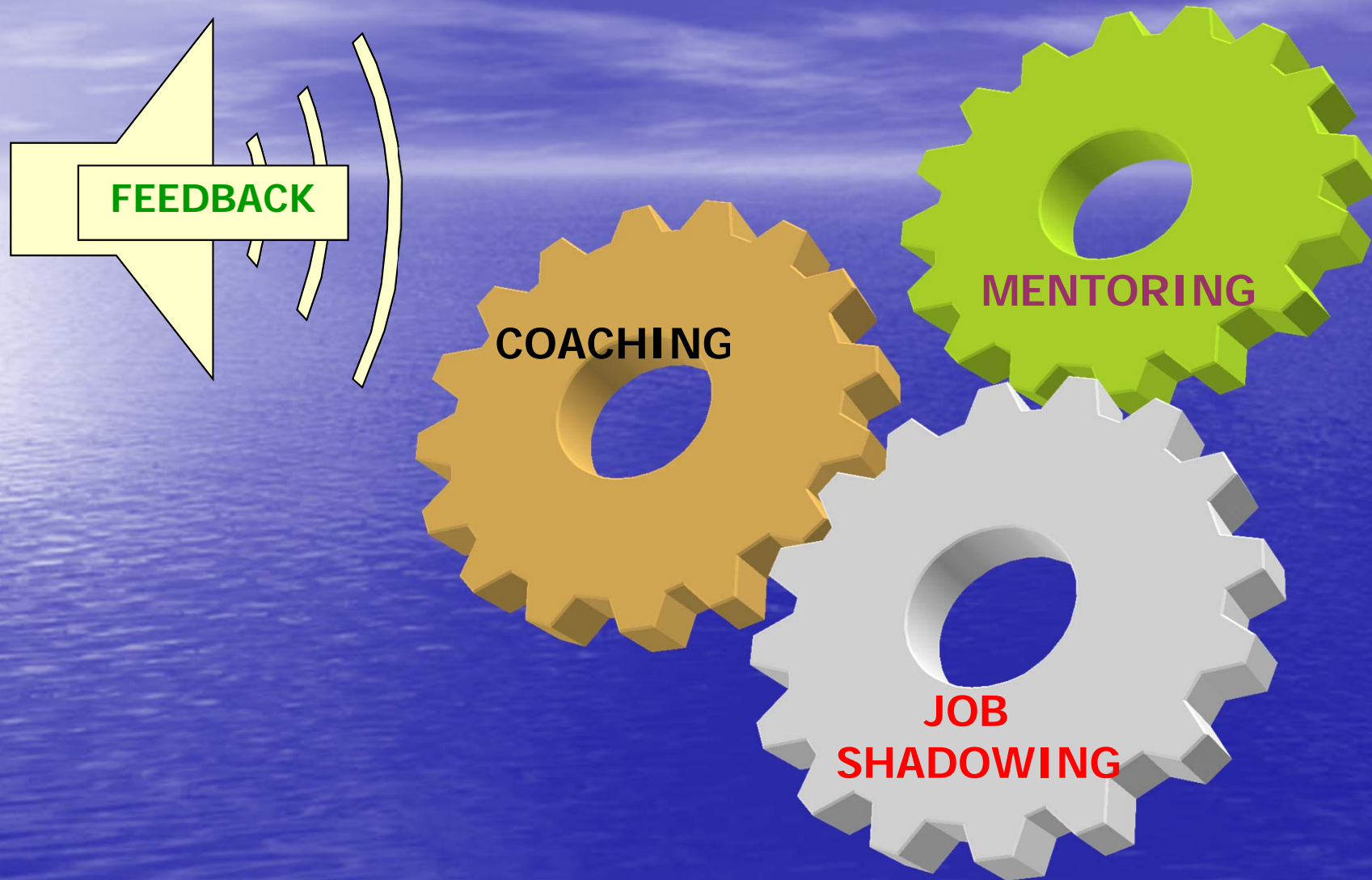


WE can learn from others

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Learning from others



And there are plenty of other ways ..

John Allen



Off the job

**EXTERNAL
COURSES**

**ON-LINE
LEARNING**

**(COMPUTER
BASED)**

**VIDEO
- TV**

**INTERNAL
COURSES**

**CONFERENCES
WORKSHOPS**

**INTRANET
INTERNET**

**PRINTED
MEDIA**

AUDIO- IPOD



Off the job



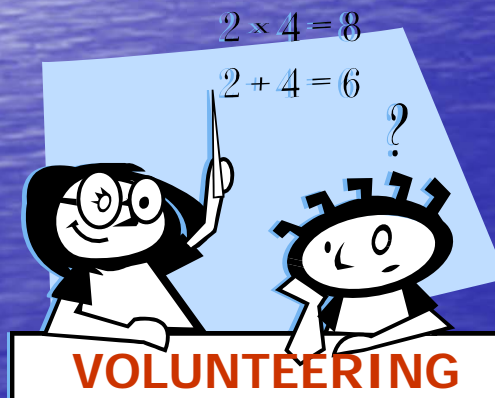
BE A COACH



NETWORKING



BE A SME
Subject Matter Expert



BE A MENTOR



Explanations follow ..



John Allen

On the job – learning from new situations

STRETCH ASSIGNMENTS

Tasks, projects or responsibilities that are significantly different which challenge current abilities, and require learning of one or more new skills – has an element of risk in that the 'comfort zone' is breached

JOB ROTATION

Job rotation, similar to job enlargement, involves the movement through a range of jobs or experiences to improve understanding, perspectives, motivation & experience.

INCREASED RESPONSIBILITY

More complex or different task or greater decision making responsibilities within the same job. (Team representation at a weekly meeting or deputizing for a leader in times of absence)

MANAGEMENT RESPONSIBILITY

Move from being a team member or individual contributor to having responsibility for leading a group of people, a project or problem solving team.



On the job – learning from new situations

**PROJECT WORK
PROJECT
MANAGEMENT**

Work independently or part of a team on a task based project

**TEMPORARY
ASSIGNMENTS**

**Temporary cross-functional assignment for specific purpose
(project work or short to mid-term assignment), (manage a
conference or off-site meeting)**



Learning from others



Seek regular open, honest and constructive feedback from colleagues, manager, clients, direct reports on specific situations.

COACHING

Ask an expert or senior colleague to coach you (have regular coaching sessions) , providing hints and help in positive ways on job-related tasks, responsibilities, behaviours, or how to tackle specific business issues.

MENTORING

Meet regularly with a mentor (senior manager or expert) in order to get advice, feedback and support on your development.

**JOB
SHADOWING**

Spend an agreed period of time with someone in your or another related job to observe their activities and learn from them on the job. Define beforehand what needs to be learnt.



the job

INTERNAL COURSES

Attend internal courses (usually courses in company curricula) agreed with your Manager suitable for your development. Usually classroom-based or virtual sessions with focus on behavior, skill or knowledge change

EXTERNAL COURSES

Attend external courses agreed with your Manager suitable for your development. These are normally courses focused on specialist subject matter.

EDUCATIONAL EVENTS AND SEMINARS

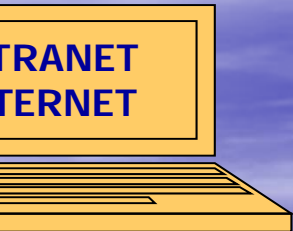
Attend educational events or seminars which have specific learning objectives. Provides for 'out-of-the-box' observations and networking. Workshops normally have a practical learning component.

ONLINE LEARNING

COMPUTER ASSISTED

Normally formal self-paced learning courses on a computer (includes e-learning) which may be accompanied by some checking for understanding, knowledge testing or certification. Includes virtual classroom recordings.

the job



Search for web-based information on relevant business issues. Self-paced informal learning on a computer. Whilst using this media it is important to confirm the reliability of the source or content.



Educational videos from external providers or internal company video sessions normally of presentations or simulations



This includes learning from, books, articles, magazines, quick reference cards to gain knowledge on particular areas of work.



Audio recordings for listening and learning on a computer , audio device or i-pod.

the job



COACH

Coach someone to learn and improve a specific operational task. Coaching normally involves someone in the same reporting line.



MENTOR

Offer to be someone's Mentor – Mentoring normally has longer term development of a strategic nature than coaching. It normally involves assisting off-reporting line people.



SME
Subject Matter Expert

Focus on being a Subject Matter Expert – In assisting others to learn one helps oneself to learn interactive skills and confirm their own knowledge and skills base



NETWORKING

Map your own network and see where you can expand it. Use internal and external (i.e. professional organization) networking opportunities to learn from others



LEARNING

Contribute to improving quality of life either in or out of the company. Coach sports or teach a course. Learn by doing.



In the End

It is all part of your

Success

In the End

Customer

Satisfaction or

Customer

Success