LEARNING2021 SM

Maximizing Self-Directed Learning
Session Notes

Self-directed learning is a process "in which individuals take the initiative, with or without the help of others, in diagnosing their learning needs, formulating learning goals, identifying human and material resources for learning, choosing and implementing appropriate learning strategies, and evaluating those learning outcomes."

~ Malcolm Knowles

Purposes for SDL:

- Skilling (upskilling, reskilling)
- Continuous professional development
- Spot learning

PROCESS OF SELF-DIRECTED LEARNING

Source: **Self-Directed Learning: Essential strategy for a rapidly changing world**
by Catherine Lombardozzi, Ed.D. (Learning Guild 2020)

ELEMENTS OF A SELF-DIRECTED LEARNING PLAN

INPUTS		LEARNING ACTIVITIES		APPLICATION
Learning Resources	**Formal Activities**	**Interpersonal Connections**	**Learning Activities**	**Experiential Learning**
What resources can be used to increase your knowledge and skill in this topic?	*What courses can provide foundation or accelerate learner development?*	*Who can serve as guides as learners develop knowledge and skill?*	*What activities can help generate and solidify learning and performance?*	*What opportunities can provide practice and application?*
▪ Text-based resources (books, articles) ▪ Multimedia (videos, podcast episodes, elearning modules) ▪ Continuous learning sources (journals, podcasts, blogs)	▪ Education ▪ Certification ▪ Training ▪ Workshops	▪ Teachers, coaches, mentors, subject matter experts ▪ Colleagues and co-learners ▪ Conferences and professional gatherings	▪ Documenting (note-taking, journaling, blogging) ▪ Reflection and meaning-making (solo and in groups) ▪ Practice activities ▪ Creating guidelines, checklists, and job aids	▪ Applying ▪ Forming new practices or habits

PROMPTS FOR SUPPORTING SELF-DIRECTED LEARNING

Employee control over learning processes

In what ways can you give employees more control over their own learning and development?
What is the right balance between support and direction for each employee?

Accessibility of high-quality curated resources

What are the key knowledge bases and skills for which we should have curated materials?
What tools and practices can we use to make relevant material accessible to learners?
What databases of high-quality resources should we consider making available?

Deep interpersonal connections

How can we encourage peer developmental relationships among employees?
How can we help employees to find SMEs in and outside of the organization?
What tools will help employees to connect with one another?

Developmental support for strengthening learning skills

How can we scaffold the development of learning skills in our organization?
How do we ensure that people have the wherewithal to self-direct their learning?

Allocated time for learning

What can we do to allocate dedicated time for learning in our organization?
How can we support employees in using this time well?

Management engagement

How do we prepare line managers to support self-directed learning among their employees?
What tools and techniques can we share with managers to aid them in supporting self-directed learning?

CURATED RESOURCES

For a link to the Learning Guild Research Report and more on supporting self-directed learning, see my curated resources on Scaffolding Self-Direction at Work.

https://l4lp.com/curated-resources/scaffolding-self-direction-at-work/

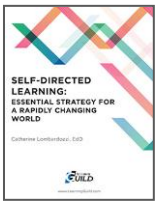
CONSULTATION

How can I help? Complimentary 30-minute consultations available.
Request a consult on my web site, or sign up directly on **my online calendar**.

In a world of constant change, learning is as necessary as breathing. Learning propels us *from one side of a crisis to the other*, from iteration to iteration, from hobbyist to expert, from newbie to senior leader, from the past to the future.

A new culture of learning is in our grasp*, but it isn't going to thrive just because it is possible.* Individuals need to develop their self-directed learning skills. **L&D leaders need to nurture environments that encourage and scaffold self-directed learning.** And organizations need to cultivate learning cultures.

~ Catherine Lombardozzi
Self-directed learning: Essential strategy for a rapidly changing world



Source material:
Self-Directed Learning: Essential strategy for a rapidly changing world
Catherine Lombardozzi, Ed.D. (Learning Guild, 2020).

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