



A Guide to 2021 Learning Uncut Podcast Episodes

Join Michelle Ockers and special guests each week on The Learning Uncut Podcast, a learning and development podcast packed with real conversations, real experiences, and real people. You'll find tools, inspiration, stories, advice, and ideas for beginner and advanced L&D professionals alike.

| Ep No. | Title | Guest Name(s) | Publication Date | Description (from show notes) |
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| PROFESSIONAL DEVELOPMENT SPECIALS | | | | |
| 69 | Modern Professional Development Approaches | Jane Hart, Nicole Lam, Harold Jarche | 5-Jan | In this first episode of Learning Uncut for 2021 Michelle speaks a series of guests about approaches that have been very powerful for her own development and career direction in recent years. Listen to learn about modern workplace learning, Working Out Loud and Personal Knowledge Mastery. |
| 70 | Modern Professional Development Approaches | Mike Taylor, Arun Pradhan, Shai Desai | 19-Jan | This is the second of a two-part Learning Uncut special on Professional Development to kick off 2021. Michelle speaks with series of guests about approaches that have been very powerful for her own development and career direction in recent years. Today we explore Mike Taylor's Personal Knowledge Mastery practice and look at mental models with Arun Pradhan and Shai Desai. See the resources section below for a listener discount code for the ModelThinkers app. |
| REGULAR EPISODES | | | | |
| 71 | DIY A Smart Learning Technology Solution | Jess Griffin and Jody Dollisson | 2-Feb | Don't let limited resources and budget stop you from using technology smartly. The small James Hardie APAC L&D team built their own mobile-enabled, automated solution to support skill assessment on the shop-floor. They created a better user experience and business results while getting control of their data and records. The way they experimented, worked with their LMS provider (Go1) and engaged stakeholders provide lessons and inspirations for all L&D professionals. |

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| 72 | A Risk Management Solution that passes the Water Cooler Test | Rachel Gillott | 16-Feb | Before creating a learning solution for risk management in a legal firm, Rachel Gillott formed a working group to conduct a holistic analysis to identify what would make it easier for people to adopt desired behaviours – looking beyond knowledge and skills. She also partnered effectively with their IP insurance provider to bring the outside in. Going beyond the ‘one-shot’ training approach too often used for risk management, this is a multi-faceted learning solution that caters to different levels of workforce experience and continues to evolve over time. |
| 73 | Upskilling African engineers for Industry 4.0 | Roti Balogun | 2-Mar | In our first story from Africa, Roti Balogun speaks about an initiative he kicked off in 2016 when he was the Chief Learning Officer for GE in Africa. Inspired by a conversation he had at a World Economic Forum conference about what a partnership between industry and academia could look like, he forged a partnership with African Leadership University to help both GE and Africa to build the digital skills of engineers to prepare for the fourth industrial revolution. |
| 74 | L&D Sentiment 2021: Stories worth a listen | Donald H Taylor | 16-Mar | Since 2014 Donald H Taylor has run an annual one question survey to tap into the sentiment of L&D professionals around the globe. In late 2020 over 3,100 people from 95 countries answered Don’s question “What will be hot in L&D in 2021.” Don joins me to explore what the results might say about the demands of the pandemic on L&D, and where we are placing our attention. We weave in stories from previous Learning Uncut episodes for listeners to explore these ‘hot’ topics further. |
| 75 | L&D Cares: Restoring Humanity to Career Development | Brandon Carson, Jennifer Rogers and Elizabeth Lembke | 30-Mar | L&D Cares is an all-volunteer support network for L&D professionals. Created in March 2021, L&D Cares offers a voice of support, unity and caring to those who have experienced job disruption or loss due to the pandemic – as well as those interested in reframing or remaking their careers. They also have a much bigger ambition to change the industry dynamic around career development and talent acquisition. |
| 76 | NSW Health Workforce Planning Community | Kathryn Hume and Leigh Elligett | 13-Apr | When the pandemic hit, NSW Health needed to prepare for workforce mobilisation of health workers at the frontline of the pandemic. The workforce planners were able to collaborate across the state to do this quickly and effectively – thanks in part to the community of practice that had been built in the preceding 18 months. This is the story of why and how that community was created. |

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| 77 | Curiosity and Learning at Novartis | Simon Brown | 27-Apr | Simon Brown, the Chief Learning Officer at Novartis, discusses how Novartis is creating a culture of curiosity, with a particular focus on the work of the learning and development team. While the L&D team at Novartis is very big - 1,000 people globally serving a workforce of 110,000 - there is much that you can take away and adapt to an organisation of any size. |
| 78 | Leadership Development in Antarctica | Nigel Paine | 11-May | In 2016 Nigel Paine was invited to provide leadership development for a group of 40 people from around the world on an expedition to Antarctica. The environment provided dislocation, disconnection and discomfort – a context in which Nigel had to rethink his approach to leadership development. |
| 79 | Highly Engaging Blended Virtual Learning | Neil Von Heupt | 25-May | Neil Von Heupt from the Social Media College encourages us to rethink participant engagement and support in virtual learning programs. He discusses how this has been achieved in the Social Media Marketing Intensive which was a highly commended Blended Learning solution in the Australian Institute of Training and Development's 2020 Excellence Awards. The result is a high stakes, high support learning experience. |
| 80 | An Empathic, Effective Learning Journey | Erin Mariano | 8-Jun | Learning Designer Erin Mariano discusses a learning journey she developed for a South African logistics company, Unitrans. In a move that she describes as a 'game changer' Erin donned her safety boots and fluro vest and hit the road with some drivers. Her exposure to their work context and role, and empathy for them allowed her to design a powerful learning solution that uses simple methodologies in a creative way. This includes storytelling and scenarios with a realistic, beautifully named character, a board game and simple physical and information resources. While the solution is now being digitalised due to COVID, the key elements remain the same. |

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| 81 | Tackling the Digital Skills Shortage | Gail Bray | 22-Jun | An inspiring conversation with returning guest, Gail Bray, which goes well beyond following up on what happened next with Project 100 which she spoke about in Episode 8 almost three years ago. Gail continued to innovate on this project, exploring technologies such as robotics and Virtual Reality. She now works squarely in innovation and technology as the Director of a secondary technical school which is hosted by Victoria University. We explore partnerships between industry, schools and educational institutions as a means to prepare students for the future – and address the innovation and digital skills needs of industry. |
| 82 | A Nudge-Led Learning Program | Graham Blaxell and Michael Tan | 6-Jul | Humm Group used a series of nudges in advance of a virtual workshop to improve the collaboration of their Finance team. Graham Blaxell, the Humm L&D Leader is joined by Michael Tan from Elenta who partnered with them to create this program. We explore how behavioural science has informed this nudge-led learning program. |
| 83 | Deciem's Wholistic Learning Strategy | Kristina Tsiriatakis | 20-Jul | Kristina Tsiriatakis updates us on Deciem's learning strategy, a balanced approach that is both aligned with organizational performance and embraces the human. This is a wide-ranging, fascinating conversation that demonstrates how L&D can be the glue in an organization by enabling and supporting learning rather than controlling it. |
| 84 | Defining Training Needs with Business Data | Guy Wilmshurst-Smith | 3-Aug | Network Rail operate the British rail network infrastructure. Over the past two years they've radically shifted how they identify training needs for their maintenance and engineering teams. They have figured out how to use data on the operational performance of the network to identify skill requirements. Guy Wilmshurst-Smith discusses how they got started and have continued to evolve and scale their approach. He shares lessons about working with business data that make this an important case study for all L&D professionals who want to create business value. |
| 85 | VR and AR Case Studies for L&D | Jeremy Dalton | 17-Aug | Virtual Reality (VR) and Augmented Reality (AR) are not a fad. They are in use right now in organisations around the world and have a long-term future in enterprise. L&D is one of the most significant domains for application of VR and AR. Jeremy Dalton, PwC Head of XR and author of <i>Reality Check</i> , discusses a wide range of case studies that illustrate the strengths and potential of VR and AR, and highlight when to consider using them in learning experiences. |

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| 86 | L&D Evolves at Cotton On | Beth Hall | 31-Aug | We catch up with Beth Hall from Cotton On two years after hearing about their deliberately different approach to L&D in Episode 33. While the philosophy hasn't changed, the approach to continue building and sustaining a strong learning culture across a global team has evolved. In our wide-ranging conversation Beth talks about some of the key shifts and initiatives they've undertaken in the past two years, and what they're now working on. |
| 87 | Learning in an Agile Organisation | Damien Woods | 14-Sep | About a year ago Damien Woods commenced in a new role at 7-Eleven as a stream lead in an organisational transformation program. In Australia 7-Eleven has shifted to an Agile structure. We explore why this decision was made, how and Agile structure fosters growth and learning, and what it means for learning in the organisation. |
| 88 | VR in Palliative Care | Dallas Pounds and Leon Ancliffe | 28-Sep | Since 2016 Royal Trinity Hospice has been exploring the use of Virtual Reality in palliative care in partnership with Flix VR. Leon Ancliffe from Flix VR and ex-CEO of Royal Trinity Hospice, Dallas Pounds, describe how they've used VR for a range of purposes from bucket list experiences for people nearing the end of life to giving staff exposure to challenging interpersonal situations as part of supported learning experiences. They share their experiences and tips for both learning professionals and business leaders to make the most of this rapidly maturing technology. |
| 89 | Contactless Induction with Visual Microlearning | Amanda Appleby and David Broadhurst | 26-Oct | Early into the global lockdown in 2020 Citywide won a government contract for sanitisation and cleaning services in Victoria, Australia. They had one week to develop contactless induction for 3,000 new workers, including covid-safe practices. They worked closely with Codesafe to develop a mobile-delivered visual microlearning program. |
| 90 | Creating Customer Impact | Gill McEwen | 9-Nov | Blackmores Institute educates Blackmore's customers and consumers about natural health care products, including their own brands. They consistently focus on providing education solutions that create impact for their customers who primarily work in pharmacies. This focus guides what solutions they develop, what approaches they test, how they design solutions and how they measure and evaluate outcomes. Blackmores Institute provides an excellent example of what it looks like when a learning and development team thinks 'business first.' |

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| 91 | Getting learning on the floor | Aston Moss and Drew McGuire | 23-Nov | Exploring the shift in learning over the past three years at the New Zealand retail group, Briscoe, with Aston Moss, GM of Human Resources and partner Drew McGuire from Capability Group. While the introduction of the Axonify platform enabled these shifts, the critical success factors were L&D team capability, stakeholder engagement, change management and strong partnership. |
| ELEVATE EPISODES | | | | |
| Elevate 01 | Introduction to Learning Uncut Elevate with Michelle Ockers | No Guest | 3-May | Michelle Ockers introduces the Learning Uncut Elevate series – elevating the practice and impact of learning professionals one topic at a time. |
| Elevate 02 | Storytelling | Mark Schenk | 4-May | How Learning and Development professionals can elevate their practice and impact with Storytelling. |
| Elevate 03 | Performance Consulting | Renata Arreazea | 18-May | How Learning and Development professionals can elevate their performance and impact with performance consulting. Renata Arreazea discusses how she got started with performance consulting and how she got better over the past 18 months. |
| Elevate 04 | The L&D Value Spectrum | Laura Overton | 1-Jun | How Learning and Development professionals can elevate their practice and impact by putting business value first using the L&D Value Spectrum. |
| Elevate 05 | Building Learning Culture | No Guest | 15-Jun | How Learning and Development professionals can elevate their practice and impact by building learning culture in their organisation. |
| Elevate 06 | Story Gathering | Cheryl Clemons | 29-Jun | How Learning and Development Professionals can elevate their impact and practice by gathering structured stories – with guest Cheryl Clemons, CEO of StoryTagger. |
| Elevate 07 | Scaffolding Self-Directed Learning | Catherine Lombardozzi | 13-Jul | How learning and development professionals can elevate their learning and impact by scaffolding self-directed learning. |
| Elevate 08 | Introduction to Organisational Learning Strategy | No Guest | 27-Jul | How learning and development professionals can elevate their learning and impact by updating or refreshing their organisational learning strategy. Michelle Ockers provides an introduction to learning strategy. |

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| Elevate 09 | 2021 L&D Benchmark Report | Gent Ahmetaj | 10-Aug | Insights on how learning and development professionals can elevate their impact from the 2021 Annual L&D Benchmark Report. With guest Gent Ahmetaj from Mind Tools for Business. |
| Elevate 10 | APS Learning Strategy | No Guest | 24-Aug | An example of an organisational learning strategy from the Australian Public Service which illustrates how learning and development professionals can elevate their learning and impact by creating a learning strategy. This is a companion episode to Elevate 08: Introduction to Organisational Learning Strategy |
| Elevate 11 | Leverage Live Online | Cheryle Walker | 7-Sep | How learning and development professionals can elevate their learning and impact by creating transformation engagement in live online sessions. With Cheryle Walker |
| Elevate 12 | 5 Moments of Need | No Guest | 21-Sep | How learning and development professionals can elevate their learning and impact using the 5 Moments of Learning Need framework from Conrad Gottfredson and Bob Mosher. |
| Elevate 13 | The Learning Performance Benchmark | Caroline Horvath | 5-Oct | How learning and development professionals can elevate their learning and impact by using the Learning Performance Benchmark. With Caroline Horvath. |
| Elevate 14 | Good Research Data for L&D | Dr Amanda Lizier | 19-Oct | How L&D professionals can elevate their practice and impact by using good research data. With guest Dr. Amanda Lizier from the University of Technology Sydney. |
| Elevate 15 | Data in the Flow of Learning | Josh Hunphries | 2-Nov | How learning and development professionals can elevate their learning and impact by using data in the flow of learning. |
| Elevate 16 | Self-Directed Learning Success | Catherine Lombardozzi | 16-Nov | How professionals can elevate their learning and impact through successful self-directed learning. |

About Learning Uncut

Learning Uncut are learning and development consultants that work with learning teams and/or business leaders to accelerate learning transformation. We specialise in supporting organisations to create or update their learning strategy, enhance their learning team's capabilities, align learning to business value, and implement modern learning approaches.

We are highly collaborative and pragmatic. We partner with organisations to align learning to their business needs, unleash continuous learning, and build capability to help them thrive.

Learn more about us [at our website](#).

About your host, Michelle Ockers



Michelle is the founder of Learning Uncut. She is an experience, pragmatic organisational learning strategist, L&D capability builder and modern workplace learning practitioner. She also delivers keynotes, workshops and webinars for learning and broader professional or workforce groups at both public and in-house events.

Michelle received the following prestigious industry awards in 2019:

- Australian Institute of Training and Development Dr Alastair Rylatt Award for L&D *Professional of the Year* – for outstanding contribution to the practice of learning and development
- Internet Time Alliance Jay Cross Memorial Award – for outstanding contribution to the field of informal learning



Find Michelle on [LinkedIn](#) or [Twitter](#)