

# Celebrating 100 EPISODES



## FIVE POWERFUL L&D INSIGHTS LISTENING GUIDE

Ever since we released our first episode on 12th June 2018 the Learning Uncut podcast team has strived to provide high-quality stories from real learning professionals about real experiences and real learning solutions for our listeners. The podcast has generated over 130,000 downloads by listeners from over 115 countries - and counting.

To commemorate this milestone, we've released a special episode featuring curated collections on important themes from our past episodes. Use this listening guide to explore the featured episodes further.

### Learning Strategy



Having a well-crafted evidence-informed learning strategy that has strong stakeholder buy-in is a critical step toward ensuring that learning helps your organisation and its people to thrive. While there's a lot more to it than we can cover in a short curated collection, you'd be wise to follow the examples shared by our Learning Uncut guests to ensure alignment with your organisation's culture and deliberately shape an effective blend of learning approaches.

### Business Value for L&D



One important aspect we look for in Learning Uncut stories is that the learning solution or approach featured has had a business impact - that learning has been linked tangibly to business outcomes. Yet many in L&D find this challenging. This selection from Learning Uncut guests highlights the power of thinking business first and several ways we can spot opportunities to create business impact:

- Thinking business first
- Using business data
- Having smarter business conversations
- Going to Gemba – observe work being done in the workplace

+Click the episode title to play.

#### Episode 56

Making Learning Human - Kristina Tsiriou

#### Episode 58

Experience Centred Digital Learning Strategy - Gareth Killeen

#### Episode 64

Adopting Growth Mindset in an Organisation - Katrina Moss

#### Elevate 04

L&D Value Spectrum - Laura Overton

#### Episode 33

Enabling performance through deliberately different L&D - Beth Hall

#### Episode 38

Business Impact Through Design Thinking - Damien Woods

#### Episode 48

Launching Learning Engineering at Mars - Trish Uhl & Rachel Horwitz

#### Episode 90

Creating Customer Impact - Gill McEwen



## Data



Using data effectively is an opportunity to better understand business needs, track and support learner progress and behaviour change, improve workplace application and increase business impact. While L&D professionals are generally interested in using data more effectively it can feel daunting, with numerous challenges to address. What can we learn from Learning Uncut guests who have gone deep into the use of data

### Episode Elevate 15

Data In The Flow of Learning - Josh Humphries

### Episode 36

Lessons in Data-Driven Learning - Clay Shearan and Josh Humphries

### Episode 48

Launching Learning Engineering at Mars - Trish Uhl & Rachel Horwitz

### Episode 84

Defining Training Needs with Business Data – Guy Wilmshurst-Smith

### Elevate 11

Leverage Live Online

### Episode 60

Lessons from converting and facilitating courses online – Jennifer Waltmon, Dr Cathryn Lloyd and Chemene Sinson

### Episode 65

Meshing Design Thinking with Experiential Learning – Dr Kuva Jacobs and Jason Davey

### Episode 96

All In! Oceania Women's Football Development – Emma Evans and Annie Kennedy

## Live Online Learning Environments



The pandemic forced widespread use of live online learning. Improved capability in designing and facilitating live online will be one of the enduring legacies of the pandemic. One aspect that was discussed a lot by Learning Uncut guests in this period is how to build safety, empathy and connection with and between participants as an element of a positive learning environment.

We hope that this collation of examples motivates you to continue improving your live online design and facilitation practice. We also trust that it helps you to make well-considered choices in the future about when to use online or physical spaces.

### Episode 24

Building Capabilities with Communities of Practice - Kim Sherwin

### Episode 67

Work, Connect and Learn: A Collaborative Approach – Helen Blunden

### Episode 76

NSW Health Workforce Planning Community – Kathryn Hume, Leigh Elligett

## Communities of Practice



Over the past two years there has been a resurgence of interest in social learning, perhaps due to the shift to remote work normalising connecting with others in online settings and increasing familiarity with collaboration tools. Several Learning Uncut stories have featured the strategic use of communities of practice to connect people across an organisation to share knowledge, learn together and improve practice. Key lessons include:

- Link community purpose to a clear business need
- Determine the level of facilitation required at different points in the community life cycle
- Focus on people's habits and behaviours, with technology playing an enabling role

