

A Guide to 2024 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)
138	Playbook – Your First 90 Days in an L&D Leader Role		16-Jan	Are you moving into a new organisation in an L&D Leader role? Set yourself up for success with this special Learning Uncut Playbook. Drawing upon the experience of past Learning Uncut podcast guests, we've identified a number of aspects to focus on in your first 90 days to establish and position yourself in your organisation to have strong influence, business connection and impact. We've added an introductory discussion with Nigel Paine on navigating organisational politics, and round out with relevant findings on taking bold action while building your personal safety net from our Emergent series.
139	Appropriate Workplace Behaviour in Construction	Karina Moon and Annaleigh McKay	30-Jan	There is a shift underway in workplace behaviour in the Australian construction industry to create a more welcoming, respectful and inclusive culture. Multiplex has embraced this change with their award-winning Appropriate Workplace Behaviour program. Karina Moon and Annaleigh McKay discuss the program which aims to equip employees with the knowledge to identify appropriate versus inappropriate behaviour, and confidence to speak up, encouraging them to be 'upstanders' rather than 'bystanders'.
Elevate 27	L&D Benchmark Report – Strategic Business Alignment	Gent Ahmetaj and Dr Anna Barnett	6-Feb	Gent Ahmetaj and Dr Anna Barnett join Michelle Ockers to discuss the 20th anniversary reports from the annual L&D benchmark research conducted by Mind Tools for Business. They discuss the key findings from analysing this year's benchmark data, particularly focusing on the importance of strategic business alignment for high-performing L&D teams. They explain how their network analysis uncovered this insight and share examples from the data. The discussion provides useful perspectives for L&D professionals on analysing data, connecting learning to business priorities, and continually improving practices.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
140	Safety Leadership: Leader-led Learning	Anthony Mitchell and Heidi Lance	13-Feb	In this episode, we dive deep into how Fletcher Building, one of New Zealand's largest employers, has created a significant shift in safety culture and outcomes. Anthony Mitchell, an EHS Manager from Fletcher Building, and Heidi Lance from Real Learning share the story of how their award-winning Safety Leadership program dramatically shifted the belief that all accidents are preventable. Two key aspects we dive into are storytelling and leader-led learning.
Elevate 28	L&D Benchmark Report – The Future of L&D	Dr Anna Barnett and Gent Ahmetaj	20-Feb	Dr Anna Barnett and Gent Ahmetaj join Michelle Ockers to discuss the third of the 20th anniversary reports from the annual L&D benchmark research conducted by Mind Tools for Business. They discuss the key megatrends forecasted to reshape the future of L&D including AI, climate change and diversity. They explain how these trends were identified, potential impacts and key takeaways. This discussion provides insightful knowledge for L&D professionals on how they can shape business transformation.
141	UnitingCare Queensland – First Nations Cultural Appreciation	Peter McKenzie	27-Feb	In this episode of Learning Uncut, Peter McKenzie from UnitingCare Queensland joins Michelle Ockers to discuss the First Nations Cultural Appreciation course. They dive into the process of creating the four module eLearning program including the research, story gathering, design processes and stakeholder review. Furthermore, they discuss what aspects of the program have made it so successful including storytelling, graphic design and collaboration. Lastly, they talk through the challenges such as having to condense such a rich and complex history into understandable, digestible modules.
Elevate 29	Global Sentiment Survey 2024	Donald H Taylor	5-Mar	What's new in learning and development in 2024? Whether we're talking about what's hot, or what concerns us, you might be forgiven for thinking that the answer can be expressed in two letters: AI. But things are more complex than that. Donald H Taylor, lead researcher, discusses key insights from the L&D Global Sentiment Survey 2024.
142	Training at Scale	Ryan Tracey	12-Mar	Ryan Tracey, brings over two decades of experience in learning and development to the table, from his early days in e-learning design and development to mastering the art of scaling L&D initiatives across diverse and widespread organisation landscapes. He shares his experience generously in this episode, peppering his advice with real-world examples. We discuss when training at scale is the right delivery option, the use of pre-work and post-work for application of skills in the workplace and measuring impact. Along the way we address a range of the challenges of scaling training across time zones, geographies and cultures.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
Elevate 30	L&D's Role in Strategic Workforce Planning	Kath Hume	19-Mar	Kath Hume's professional focus encompasses both workforce planning and L&D. She's the perfect person to explain what workforce planning is and the role of L&D in strategic workforce planning. After outlining the three 'horizons' of workforce planning – strategic, tactical and day-to-day, Kath using the six B's (Bind, Build, Borrow, Boost, Bounce, Buy) to outline how L&D can support workforce planning.
143	Skills-Based Career Development	Tiffany Poeppelman	26-Mar	Since 2015, job skill sets have changed by 25%, and this is expected to rise to 65% by 2030. LinkedIn's data shows the evolution of skills required for jobs, emphasising the need for a skills-based approach to talent management. In this episode we take a look at how LinkedIn is supporting their workforce with a skills-based approach to career development with their Director of Career Development, Tiffany Poeppelman. We discuss her work on creating visibility into career paths and helping employees set and pursue their career goals, taking a close look at LinkedIn's Career Week, a global learning festival that encourages employees to invest in their career goals and empowers them to shape their own career path.
Elevate 31	Ready, Set, Upskill Research Report	Kade Brown and Rhiannon Yetsenga	2-Apr	Kade Brown from RMIT Online and Rhiannon Yetsenga from Deloitte Access Economics discuss their latest research on skills landscape in Australia. The 'Ready, Set, Upskill' report was released in March 2024. We explore the nuances and contradictions in the data about key skills gaps in Australia, prioritisation and investment in skills by organisations, and the employee blind spot in the need to develop gen AI skills. Discover the four key ways that organisations can maximise their learning and development spend.
144	Shaping Behaviours in Moments That Matter	James Woodman	9-Apr	Compliance training doesn't have to be a boring 'click next' activity that people endure. James Woodman from Acteon discussed the innovative multi-faceted 6-week campaign they developed to drive behavioural change related to the code of conduct at Channel 4 in the UK. This episode will inspire learning professionals seeking to create meaningful learning experiences that drive behaviour change for all types of workplace behaviours, not just compliance.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
Elevate 32	Ready, Set, Upskill Recommendations – Practitioner Perspective		16-Apr	Learning Uncut’s Chief Learning Strategist, Michelle Ockers, provides a practitioner’s perspective on the first three recommendations for maximising your training spend in the Ready, Set, Upskill Research Report. This episode follows on from Elevate 31- Ready, Set, Upskill Research Report. The report was released in March 2024 and provides a snapshot of the Australian skills landscape for employers, which also includes the voice of employees.
Elevate 33	Skill Sprints	Nick Petch	30-Apr	Nick Petch from Deloitte introduces the innovative concept of Skill Sprints. Skill Sprints accelerate skill acquisition by integrating learning experiences with real-world job tasks. Sprints focus on job tasks and seek to build task related skills. This method allows people to plan and prioritise their learning activities based on their work. It’s a personalized, action-based learning experience that encourages immediate application in the flow of work, supported by a network of peers and formal support. This episode lays the foundations for an upcoming case study where we will explore a real-world Skill Sprint.
145	Legal Sector Innovation & Learning Culture	Courtney Blackman	7-May	Courtney Blackman from Lander & Rogers law firm discusses their work leading innovation in the legal industry. As Head of Partnerships for the firm, Courtney oversees key initiatives like the Law Tech Hub accelerator program for startups and scaleups and AI clinics in partnership with universities. The conversation provides insight into fostering an organisational culture of continuous learning and adaptation.
Elevate 34	Cultivating Learning In Workplace Communities		14-May	In this solo Learning Uncut Elevate episode Michelle Ockers introduces the resource ‘Cultivating Learning in Workplace Communities’ – a tool to help people to take deliberate action to cultivate learning in existing workplace communities. She provides a behind the scenes look at the thinking and debate between her and resource co-creators Shannon Tipton and Laura Overton that shaped this resource – and why it is both original and founded on a strong base of learning science.
Elevate 35	Elevating Compliance Learning	Michelle Parry-Slater	28-May	Michelle Parry-Slater joins Michelle Ockers to discuss why effective compliance learning is crucial and how it can be transformed into a valuable learning experience. Illustrated with real-world examples, we discuss how to ensure that compliance learning is relevant, engaging and effective in driving required behaviours and an interest in further learning in your organisation.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
146	AI in L&D – From Talk to Action	Donald H Taylor and Egle Vinauskaite	4-Jun	In this episode of Learning Uncut, Michelle Ockers is joined by Donald H Taylor and Egle Vinauskaite to discuss their research report 'AI in L&D: From Talk to Action'. This episode is filled with insight and actionable takeaways on the pitfalls and opportunities of AI utilisation in learning and development. This discussion includes the most fundamental things you can do to use AI to its full extent, how you and your team can ensure you are future ready, and some of the possibilities for future AI use in the workplace.
Elevate 36	Fieldwork in L&D	Nigel Paine	11-Jun	Nigel Paine joins Michelle Ockers to discuss the importance and methodologies of fieldwork in leaning and development. The discussion focuses on identifying when fieldwork is necessary and how it can effectively uncover barriers and solve problems. Through practical real-world examples and high-value questions, this episode will leave you with applicable insights to get started or improve your fieldwork.
147	Putting Skills to Work at Ericsson	Peter Sheppard	18-Jun	Peter Sheppard discusses Ericsson's transformation into a skills-based organization and how it has positioned Ericsson to put skills to work. Ericsson is leveraging skills to create visible simplicity and streamline the employee experience. This transformation has led to improved retention, inclusion, accessibility, and enhanced career progression and recruitment. Peter also shares insights into how his team achieved this significant project, the challenges they encountered, and the key lessons they learned along the way.
Elevate 37	2024 Australian Institute of Training and Development (AITD) Conference	Chemène Sinson	25-Jun	Chemène Sinson and Michelle Ockers recap their experiences at the 2024 Australian Institute of Training and Development (AITD) Conference. They reflect on key themes such as collaboration, inclusion, learning design and the impact of AI on the future of learning and development. The conversation highlights standout sessions and speakers including both keynotes and case studies. Chemène and Michelle also discuss the enriching networking opportunities and how they will apply what they learned.
148	L&D in Start-ups and Scale-ups	Dinye Hernanda	2-Jul	Dinye Hernanda joins Michelle Ockers to discuss her experiences as a learning and development professional in the start-up and scale-up space. They explore the main challenges that arise across key stages of start-ups, delving into the specifics of the onboarding process. Dinye shares her 70/30 approach to skill development and provides a real-world example of how L&D professionals can shift the narrative to gain key stakeholder buy-in. Finally, Dinye shares what corporate L&D professionals can learn from startups in order to keep up in our rapidly changing workplaces.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
149	Improving performance with an AI coaching bot	Dan Redman	16-Jul	Dan Redman joins Michelle Ockers to discuss the development and implementation of a conversational AI coaching tool to improve performance in HSBC's contact centres. The tool has largely replaced face-to-face role plays with AI-powered simulations. This provides employees with a safe environment for on-demand skill practice with immediate AI feedback, and the option of sharing with managers for additional feedback.
Elevate 38	Psychological Safety in Learning	Sonali D'Silva	23-Jul	Sonali D'Silva joins Michelle Ockers to discuss the importance of psychological safety for learning. Their discussion commences research backed benefits of fostering psychological safety both in individual teams and across the organisation as a whole. They then delve into five key strategies for fostering psychological safety in learning environments. This episode will leave you with practical approaches to promote psychological safety as an L&D practitioner.
150	Social Learning at Scale	Mehri Doyle	30-Jul	Mehri Doyle joins Michelle Ockers to discuss the use of small private online courses (SPOC) at Australia's Department of Foreign Affairs and Trade. These online courses have a focus on social learning with the use of online asynchronous community through educators and peer collaboration. This program has had great success, increasing reach of learning resources 10-fold, receiving recognition through being awarded Best Capability Program by the Australian Institute of Training and Development in 2021.
151	World of L&D – From Learning to Performance	Henriette Kloots and Evitha Scharloo	13-Aug	Henriette Kloots and Evitha Scharloo, Co-founders of Interlocked, join Michelle Ockers to discuss the World of L&D and the World of Impact Maps. These maps use associative cartography to visualise the journey from learning to performance and impact. The World of L&D Map creates a tangible common language that prompts effective analysis within L&D teams, helping members to collectively shape their transition from order takers to performance partners. The World of Impact Map enables teams to enhance their analysis and position themselves within the organisational context to deliver higher impact. This episode delves into the creation of these maps and shares key lessons Henriette and Evitha have learned from using them in their work with L&D teams.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
Elevate 39	Making Sense of Trends	David Kelly	20-Aug	David Kelly, Chairman of the Learning Guild, joins Michelle Ockers to discuss how to make sense of technology trends as an L&D professional. Their discussion explores why trends matter and how to stay abreast of trends, including attending conferences, how to find experts to follow online, and leveraging your network. They also discuss how to think critically about trends and make better choices about what to experiment with and use. This episode will leave you with practical approaches to stay on top of trends as an L&D practitioner.
152	L&D Innovation with AI – Ericsson’s Community Approach	Pauline Rebourgeon & Peter Sheppard	27-Aug	Pauline Rebourgeon and Peter Sheppard from Ericsson discuss how they are innovating with AI for learning and development. They outline how Ericsson’s Learning NEXT community fosters a culture of experimentation with emerging technologies to support learning and development. Pauline and Peter discuss the importance of community in scaling these efforts, and the strategic balance between quick wins and long-term impact. The episode highlights practical examples such as AI-based translation and coaching tools, underscoring the value of starting small and pivoting as needed to meet evolving business needs.
153	Future-proofing Your Organisation with Adaptive Skills	Lozanne Pretorius	10-Sep	In this episode of Learning Uncut, Lozanne Pretorius discusses how Mitsubishi Motors Australia has used the MiCareerTrak program to foster a customer-centric culture in an industry facing rapid technological and customer expectation changes. She explains how the program was designed to build adaptive skills and resilience, essential for navigating the volatile, uncertain, complex, and ambiguous (VUCA) world of work. By positioning learning and development as a strategic pillar, the organisation has seen improvements in customer experience, profitability, and employee engagement, making L&D a key driver of organisational transformation.
154	Universal Design for Learning	Thomas J. Tobin	24-Sep	Michelle Ockers is joined by Dr Thomas J. Tobin to explore the application of Universal Design for Learning (UDL) in an organisational context. They discuss how Learning and Development can act as a catalyst for fostering a culture that prioritises inclusivity in both design and content delivery. Tom shares his journey into UDL and explains why these principles are vital not just for the minority, but for the majority of learners. The conversation covers who is responsible for applying UDL principles and how organisations can empower their learners by adopting these practices without becoming overwhelmed. Tom also presents real-world examples from projects where organisations have successfully enhanced their use of UDL. He sheds light on the common barriers that large organisations face when implementing UDL principles and

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
				offers strategies for overcoming the content overwhelm that many are currently experiencing.
155	Innovating with Generative AI in Education	Brad Hodge	8-Oct	In this episode of Learning Uncut, Michelle Ockers is joined by Brad Hodge, health innovator and educator at La Trobe University, to explore the role of generative AI in modern education, particularly in the rural health sector. Brad shares his journey in health innovation and how he is using AI, including chatbots, to enhance student support, drive behavior change, and foster innovation. They delve into the challenges of rural healthcare education, the potential of AI to impact learning outcomes, and how educators can harness the power of AI tools to better prepare students for real-world settings. This episode provides practical insights for educators, L&D professionals, and innovators looking to embrace AI in learning.
156	Skills Portfolio Management at Scale	Cameron Hedrick	22-Oct	Michelle Ockers speaks with Cameron Hedrick, Chief Learning Officer at Citi, about the complexities and opportunities of skills portfolio management. Cameron shares his insights on moving beyond traditional job roles to focus on skills as organisational assets, and how this shift can enhance workforce planning, internal mobility, and overall business resilience. They discuss the challenges of implementing skills management at scale, from building dynamic skills taxonomies to integrating multiple talent platforms, and address the organisational, cultural, and technological changes required for success. Cameron also offers practical advice for organisations looking to start small and scale their skills initiatives over time.
157	APS Community of Practice	Adam Le Nevez and Adrian Manning	5-Nov	In this episode of Learning Uncut, Michelle Ockers is joined by Adrian Manning and Adam Le Nevez from the Australian Public Service (APS) Academy. Together, they explore their work of capability building in a large, decentralised public service environment. With over 100 agencies and numerous L&D teams, the APS Academy focuses on connecting and coordinating capability efforts across the system. Adrian and Adam discuss the role of communities of practice in fostering connections and their importance in reducing duplication and sharing best practices. Learn how the APS Academy navigates these challenges and how their community-driven approach is enabling capability development and fostering collaboration across the APS.

A Guide to 2024 Learning Uncut Podcast Episodes

Ep No.	Title	Guest Name(s)	Publication Date	Description (from show notes)
158	A Self-Directed Learning Experiment	Matthew Murray and Sydney Cannon	2-Dec	<p>This episode of Learning Uncut offers a rare 'before and after' look at the design, execution, and outcomes of a workplace learning campaign. Michelle Ockers speaks with Matthew Murray, VP of Digital Learning, and Sydney Cannon, Senior Manager of Learning Engagement at Bain & Company, about their October Skills Boost campaign.</p> <p>The episode starts by exploring exploration their low-resource, email-driven approach to fostering self-directed learning among functional professionals. Seven weeks later, they return to share candid reflections on the campaign's outcomes, unexpected challenges, and key lessons learned. Packed with insights this discussion is a must-listen for learning for learning professionals looking to experiment to encourage self-directed learning in their organisations.</p>

A Guide to 2024 Learning Uncut Podcast Episodes



Learning Uncut are learning and development consultants that help Learning and Development leaders and their teams become a strategic enabler so that their businesses can thrive. We work in evidence-informed ways to drive tangible outcomes and business impact and are strong believers in the power of collaboration and community. We specialise in helping to build or refresh organisational learning strategy, update their L&D Operating Model, enable skills development, and conduct learning evaluation. We also offer workshops to shift learning mindset and practices for both L&D teams and the broader workforce – as well as speaking at public and internal events.

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

About your host, Michelle Ockers



Michelle is the co-founder and Chief Learning Strategy at Learning Uncut. She is an experienced, 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](#)

