

**Learning Uncut Disruption Series**  
**Michelle Ockers – Disruption Series Wrap**  
**Hosted by Michelle Ockers**



**Michelle Ockers:**

Hi, it's Michelle Ockers, your Learning Uncut podcast host, wrapping up this special Disruption series of Learning Uncut. This series was created over the past three weeks. It was born of an idea I had shortly after COVID-19 started impacting life in Australia as it spread around the globe. And I sat down and thought, well, what do I have to offer that could be truly valuable right now rather than putting out things that were just going to create noise, knowing there would be an avalanche of information being shared by very well-intended people around the world. And it struck me that I have two things that together could be very powerful and helpful to learning professionals right now as they start using new approaches to learning for the first time or scaling up with approaches, as face to face training methods are no longer available to us for the foreseeable future and we're having to do more with learning in the virtual world.

**Michelle Ockers:**

And those two assets that I've combined are the podcast as a publication and distribution platform and the many leading experts from the profession that I'm connected with around the globe who've been very willing, highly responsive. A big thank you to all of them for coming on at short notice, for making time to record and share practical guidance and tips about things that are of real, practical use right now to learning professionals. I also want to thank my Learning Uncut production team, Dave Stokes, who is the editor and Natalie DeBon-Govic who worked on a range of production tasks on this series. And one of those tasks that Nat has worked on is putting together a padlet board. You can find a link in the show notes. That board collects together every episode in this series plus all of the resources that have been shared in the show notes. Some of which were recommended by guests and some of which we curated to provide additional support and guidance on the topics discussed in episodes.

**Michelle Ockers:**

When I started putting together this series, some topics were really obvious. They were things that we could see straight away that people were going to want to use, such as live online learning and e-learning. Others were uncovered as I saw people share resources online or start exploring other approaches online. In terms of the approaches it's kind of a couple of different styles of episodes included in the series. The first are episodes that are about specific approaches that learning professionals may be using right now. These include live online learning, which I covered with Shannon Tipton and Jo Cook, using e-learning Smartly from Connie Malamed, supporting learning in the workplace, which Charles Jennings and Vivian Heijnen from the 70:20:10 Institute discussed. Curation, Martin Couzins discussed that topic. Social learning from Mark Britz. Jane Bozarth was my guest on making work visible, also known as showing your work. I talked about getting started with podcasts and Guy Wallace was my guest discussing practical guidance for using performance support.

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Of course, these aren't the only approaches that you might be considering including in your virtual learning blend right now and into the future. But at some point, I just needed to tie a bow on the series and move on to some other projects. So I think these are a good smattering of approaches for you to consider and I wanted to encourage people to start thinking beyond just virtual classroom or e-learning because there's many options that could be incorporated into a valuable virtual learning blend.

#### **Michelle Ockers:**

There was another type of episode which ended up being included in the disruption series and these were episodes which were more about ways of working which could be valuable for you right now. We tackled an obvious one working as a distributor team. Chris Coladonato was my guest for that one and the word distributed was one that she deliberately uses rather than remote. And we talked specifically about the context of learning teams who are needing to work in a more distributed way. Megan Torrance did a fabulous episode on using an iterative Minimum Viable Product, MVP approach. Megan's done a lot of work with agile project management approaches for learning design and in this episode, she really got to get a sense of the core of steps you could be taking right now to work more quickly but also smartly and producing good quality product using this iterative MVP approach.

#### **Michelle Ockers:**

Clark Quinn joined me to discuss learning myths and good practice and encouraged us to think about the practices and approaches we're adopting and not use approaches that have been debunked. Instead to take a more evidence informed approach. One episode that has had a significant amount of views has been Nick Shackleton-Jones's episode on emotions and learning design, which I think is a marker of the current times and that also always a relevant consideration.

#### **Michelle Ockers:**

And this brings me to the two episodes that book ended the series. I'll start with the last one. That was a discussion with Arun Pradhan on creating blended learning journeys in a virtual environment. And Arun talks us through a graphic that he's posted or re-posted recently where he suggests a framework to consider how you can create a learning blend and examples of approaches that can be used in a virtual learning environment. It really nicely tied together a lot of the other approaches which had been discussed as part of the disruption series. As well as his graphic introduces additional approaches that you could be considering using. And that brings me back to the start of the series, the very first episode with Laura Overton and Donald H. Taylor where we talked about the demands and opportunities that this period of disruption presents for the learning profession.

#### **Michelle Ockers:**

If you haven't listened to that one, I encourage you to go back and listen to it because it nicely sets the context for the other discussions. They introduce things which many of the subsequent guests touched upon. We talked about the fact that while some learning professionals and learning teams may have been caught off guard by this sudden shift away from face to face training. Not all have been caught off guard and Laura Overton, through her work with Towards Maturity is able to point to many examples of good practice. And of course we have a number of learning research translators if you like, or evidence translators working in the learning domain who draw our attention to what works in learning, and what's based on solid scientific research.

#### **Michelle Ockers:**



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There was an interesting part of this first episode of discussion with Don about the rate of change being quite slow amongst the learning profession as the whole. Whilst we have evidence and examples of practices that do work, case studies showing how they work in practice, the rate of adoption of good practice by learning professionals has been lagging. But there's now this urgency to adapt to changing conditions, which presents an opportunity to the learning profession so long as we use it to reshape practice rather than just pick up bad practice from the face to face environment and introduce it into the virtual environment. Many of my guests urge listeners to make sure they take time to think before they race in with designing and developing content or initiatives. They made the plea for people to analyse the needs of the audience, the context of the audience they're trying to serve, and to use a range of approaches that are going to meet that need smartly. So it's about working both smartly from a solid evidence, informed position and quickly, not just quickly.

#### **Michelle Ockers:**

I'm seeing three phases that we're likely to be moving through over this period of disruption, which quite frankly we're not sure how long it's going to last. We know it's at least months. We're still in or just emerging from at the time that I make this recording in early April 2020, the first phase, which is the fierce urgency of now. It's helping our organizations and their people rapidly respond to these sudden shifts in the workplace. Then I think we're going to enter a phase, I'm calling the innovative middle where we have time to take stock a little more, to take a breath and to think about what could we be experimenting with, trying, innovating with smartly to support learning in this period where face to face is still off the table. And we're still living with physical distancing and then we're going to start looking ahead to what I call the emergent future.

#### **Michelle Ockers:**

There will no doubt be some enduring changes in the world of work out of what we're going through right now. We don't know exactly what they will be, but we could start to foresee some possible scenarios and prepare ourselves to make the most of this innovative middle and the approaches we've been utilizing to set ourselves really up very well for a different future from the overall picture with which we entered the disruption period in terms of organizational learning.

#### **Michelle Ockers:**

I think the series that I've brought you this time around, the disruption series is of value both in the fierce urgency of now and as we start looking at that innovative middle, I think the guests bring many approaches and sound advice that we can use during this period. I also hope that the series has enduring value beyond this. I'm looking to bring another special series in a couple of months' time called Emergent that supports learning professionals with the innovative middle more strongly and also with looking at the emergent future. And of course the regular episodes of Learning Uncut, the fortnightly case studies with learning professionals, talking about real solutions and initiatives that have worked in their environment. Those will continue.

#### **Michelle Ockers:**

Now, some people approached me during the past three weeks asking to be included in the disruption series. Thank you for those who did approach me. I really appreciate your interest and willingness to contribute. As I said, I did need to wrap the series up at some point or move on to other initiatives, so I'm sorry I wasn't able to include everybody in the disruption series. I hope to make space for all valuable contributions that fit the style of the podcast and

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the intent of the and serve the listeners well through the regular episodes and also through the emergence series in a couple of months.

### Michelle Ockers:

To the listeners who have downloaded the episodes, who have shared them with colleagues, shared them on social media, thank you for your interest and ongoing support with Learning Uncut. I'm always open to your feedback as to how to continue to make the series more valuable, useful, ideas for regular episodes. In particular, the case study based episodes are always welcome and if you have done something impactful with learning in your organization, perhaps it's a little innovative, a little on the edge of practices in the profession, or perhaps it's just something that we've been doing for longer, but done really well. I'm interested in hearing from you and exploring the potential for an opportunity. Stay well, stay calm, keep thinking clearly, experimenting, innovating and adding value in your organizations. Thanks for being part of the Learning Uncut community.

### About Michelle Ockers

*Michelle Ockers works with business and learning leaders to realise the untapped potential of learning in organisations. She is an organisational learning strategist and modern workplace learning practitioner. Michelle works with organisations to develop and implement transformative organisational learning strategy, and to build the capability of their learning team. She delivers keynotes, workshops and webinars for learning and broader professional or workforce groups at both public and in-house events. Michelle also mentors learning professionals at all career stages on career planning and professional development.*

*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*

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