

Learning to learn in the digital era

Are corporate training decision makers and the learners themselves really harnessing the full potential of learning in the digital age?

It is no secret that the digital age has disrupted the way both individuals and organisations learn and acquire new skills. But do learning professionals and the learners themselves actually have the skills required to learn in a new paradigm? What are the rules and best practices that organisations can put to use to transform their culture and empower their talent?

This new collection addresses two populations distinctly—learning professionals and learners themselves—and seeks to provide answers to a host of questions companies currently face.

Amber Dailey-Hebert

Amber Dailey-Hebert has worked, in the United States and abroad, for continuing higher education programs focused on adult learners, distance education and training, and grant-funded projects that serve working professionals. With a Ph.D. from Cornell University, she has taught traditional, accelerated, and online courses in the Graduate School of Professional Studies, focusing on critical teaching for social change.

She is Founding & Executive Director of the award-winning Center for Excellence in Teaching & Learning (CETL), which provides faculty development for over 1600 full/part time faculty located around the globe. She has piloted university-wide strategic initiatives in the Netherlands and Mozambique. She has served as the Associate Editor of *InSight: A Journal of Scholarly Teaching*, and chairs the Research Committee for the Association of Continuing and Higher Education (ACHE). Dailey-Hebert was honored as the Ebadi Scholar of the Year.



14 Videocasts and 5 new Quick Wins

14 Videocasts

Get ready for tomorrow's jobs today

There is no such thing as job security anymore. In this videocast, Amber Dailey highlights the importance of constantly seeking new ways to move beyond your comfort zone to learn new skills and competencies in a way that sets you apart from others.

Continuous learning for agility

Continuous learning creates the capacity for more agility. In this videocast, Amber Dailey explains that learning is the true competitive advantage to stay strong in highly disruptive times.

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Harnessing the potential of informal learning

When you think of learning, you typically imagine traditional classroom-based formal learning or formalized training. In this videocast, Amber Dailey argues that one of the best strategies to boost your own learning is to recognize that learning opportunities exist all around you, particularly through informal and social networks.

How to use constructive conflict to optimize social learning

Regardless of rank or position - there is a cost to remaining silent or failing to listen to your team members. There is also a cost of creating an environment in which people don't feel safe to question authority. Amber Dailey explains the reasons why we need to start creating teams that enjoy constructive conflict.

The importance of a safe learning environment

In today's highly disruptive times, organisations need to be agile, innovative and adaptable. The key to success in this is becoming a learning organisation. Amber Dailey gives you a few keys and tips on how to become one.

Learning is a cycle of continuous improvement

Some people just excel at everything they do and seem to have an amazing capacity for continuous learning. How do they do that? How do they develop that expertise? Amber Dailey gives you a few tips and tricks for improving your own continuous learning.

Innovation means embracing failure

Innovation. It is one of the most requested capacities of people and organisations. But how do you get it? How can you boost it with learning? Amber Dailey explains that in order to innovate, you need to take risks and understand that failure is part of the learning process.

Seek critical feedback to boost your development

The biggest pitfall to overcome in professional development is turning on automatic pilot and staying in your comfort zone. Amber Dailey gives you a few keys to avoid this risk and reveals tips for meaningful professional development.

The Shared Mental Model as the key to team performance

Why are some teams better than others? Amber Dailey gives her insights on why learning can be a solution to ensure strong team performance.

Be aware of the curse of knowledge

Did you know that your expertise could create a disconnect between you and novices? Amber Dailey gives you some strategies to help you overcome the "burden of expertise".

Information vs training in the digital era

Digital learning brings a lot of opportunities but also potential challenges. Amber Dailey gives you tips to make sure digital learning truly boosts the performance of your learning workforce.

Different generations offer more opportunities for development

By the end of year 2015 33% of our workforce will have reached the age for retirement. These statistics underline an absolute red flag for many organisations. Amber Dailey explains how to deal with learning in a multigenerational environment.

Learning from failure means learning that lasts

"Only those who dare to fail greatly, can ever achieve greatly", a quote from Robert F. Kennedy. Making mistakes is indispensable for learning. But how can you make sure you grasp the full potential of learning from failures?

5 new Quick Wins

How to have a competitive skillset in today's changing world

The world is changing rapidly and you need to adapt to a dynamic workplace. "There is no future in any job, but the future lies in the person who holds that job". Amber Dailey shows you how to acquire a competitive skill-set in today's changing world.

How to seize the opportunity of digital learning

Digital learning tools and content are emerging all the time to help you learn continuously in your own pace. These bring huge amounts of information and rich learning content, which can be pretty overwhelming. Amber Dailey gives your practical tips and tricks to make sure you seize the full opportunity of digital learning.

How to nurture feedback for boosting professional development

Development does not stop after you have obtained a degree or you fulfilled a requirement at work with a certificate. If you really want to boost your professional development you have to do more than that. Amber Dailey stresses the importance of feedback for boosting professional development and explains how you can harness effective feedback in your daily working life.

How to build strong team performance with a Shared Mental Model

Extensive research has been conducted in the field of team performance that finds a Shared Mental Model as key to success. Some teams are able to coordinate their action without overt communication, simply because they share a common representation of the situation or task. In other words, a Shared Mental Model means that you remain always on the same page. Amber Dailey shows you how a Shared Mental Model can boost your team performance.

How to facilitate learning in your organization

Many organizations believe that learning generates a competitive advantage for the company. Besides, for some employees learning, or the lack of it, is a personal reason to stay or leave the organization. The role of the manager is valuable in facilitating learning inside teams. Amber Dailey stresses the role of the manager for better learning inside an organization.