Learning Leaders SIG – 2/22/17

**My Biggest Challenge as a Learning Leader - Meeting Notes**

Facilitator: Jon Ulrich – Coincidence Improv

Challenge: Create engaging ice breaker activities for new employee orientations, and similar events.

Ideas from Attendees:

Activities

* Speed Dating: Set a timer for 1-3 minutes. Have employees rotate through with one another, similar to speed dating. Conversation can be free form, or specify questions ahead of time.
* Nicknames: Everyone submit a personal nickname used in their past. Write them down on a whiteboard, and have the group match the nickname to the team member. Have them call each other by their nicknames for the rest of the session.
* Famous People (or other categories) – Tape the name of a famous person on each person’s back. Employees can use 20 questions to try to figure out who they are.
* Build a tower out of spaghetti, marshmallows, and a foot of tape. Tallest one wins.
* Paper airplane competition
* Use a piece of paper that will be dropped from a large height – aim is to have it land accurately on a target. Start as an individual, then work as pairs, then in small groups.
* Facilitated Superhero creation – Improv Team Building

Books

* ATD Books: “Road Tested Activities”
* Books by The Bob Pike group
* Games Trainers Play
* Quick Team-Building Activities for Busy Managers: 50 Exercises That Get Results in Just 15 Minutes
* More Quick Team-Building Activities for Busy Managers: 50 New Exercises That Get Results in Just 15 Minutes

Challenge: How do we engage leadership to become more involved in the employee development planning/coaching process? They want L&OD to “do the program”, but not to be involved themselves.

Ideas from Attendees:

* Taught leadership team concepts from the book “[Help Them Grow](https://www.amazon.com/Help-Them-Grow-Watch-Conversations/dp/1609946324)”. Broke learning into 9 different lunch sessions (1 chapter per session). They continue to have quarterly discussions on various staff development topics. Ex: "Coaching and mentoring"
* They also intentionally create assignments designed to help employees grow in their respective developmental areas. Ie, how can they be assigned to a project to learn a given skill, ideally with someone who has mastered it?
* Create an entertaining video. Here’s one I created on the importance of Development Planning:

<https://www.youtube.com/watch?v=zl3etuheSAA>

* Designate employees currently demonstrating desired behavior as “talent champions”. Use their success stories.
* Once a team is equipped, have a teammate volunteer to be responsible to sustain the learning –"sustainability resources".

* At P&G, they’ve established leaders are teachers. There's a regular book and an action guide, and it’s become part of leaders’ performance reviews. First the leader identifies a topic they'll teach, then the L&D group equips them to effectively teach the subject matter. It has become an unspoken competition among the leaders to have the best class.

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Challenge: Despite a staff of 8,000 who requests training, internal memos and targeted communication, and glowing training reviews, enrollment for ongoing education opportunities is very low.

Ideas from Attendees:

* Find ways to publicly post “sticky” stories of those who have completed training and experienced a significant positive change as a result.
* Hold a lunch event featuring a panel of employees who completed a training and experienced a positive result. Attendees can hear panel testimonials, and sign up for the training at the event.
* Have a job fair or road show to show off different training opportunities/resources; build similar experiences into new hire orientation.
* Use free hour-long webinars. The price is right and employees won’t need to leave their desks.
* Require # of training hours per year
* Ensure top executives are bought in
* Books like Simon Sinek’s “Start With Why” and Daniel Pink’s “Drive”
* Consider raising training price. Might employees associate low price with low quality of class?
* Hold a focus group with trusted employees who are not taking training

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Challenge: To cost effectively train young professionals on emotional intelligence .

Ideas from Attendees:

* Consider working with Michael Randel – one attendee had a very positive experience with one of his week-long EI programs - <https://www.linkedin.com/in/michaelrandel>
* Xavier program: “Influence without authority” is centered on Emo IQ - 6 hour program -

Contact Shelly Wallace at Xavier Leadership Center

* Start conversation around personal values – use free values assessments:
  + Univ of VA - "Life Values Inventory"
  + Barrett also has a "Values Inventory"
* Book: Michael Goldman's “Emotional Intelligence”
* Assessments: EQI, "Blue EQ" - give results in heat map