

Learning from work - who's afraid of CPD?

Practical issues on and around managing your own learning and development

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25 key points from my session:

1. Our personal development is a unique and personal journey - this is rarely recognised.
2. Real everyday life, work in particular, provides a constant stream of developmental opportunities.
3. Learning is a skilled and active process few of us have mastered - young children as our role models?
4. Attending formal training courses then doing nothing long term as a result is not developmental!
5. Employers can do much more to promote *and reward* those that truly manage their own development.
6. I have gathered over 1150 videos and urls from the internet that are really useful for my development.
7. Our learning and development is a portable resource...useful as one-organisation careers are so rare.
8. It is time to make our development planned and deliberate, and far less haphazard and accidental
9. The internet is a limitless source of learning and development, once you can find your way around.
10. Learning is like the layers of skin in an onion – small incremental experiences really matter and add up.
11. Professional bodies are constrained in pushing quality of members over quantity - lost fees cost money.
12. In these uncertain times those who are dependent on others for their development will lose out.
13. For some reason, perfectly sane, competent professionals have major issues with *recording* CPD.
14. Don't rely on organisations continuing to make so few demands on us regarding our development.
15. When we care enough about our (professional) development we *can* find the time to do this well.
16. If you don't have a coach and/or mentor than it may well be to your advantage that you get one...
17. Continuously developing people are a powerful and cost-effective source of competitive advantage.
18. Few managers are encouraged to see the development of themselves and others as part of their job.
19. Too many of us have become (partly from educational conditioning), lazy learners.
20. I have hand written 1664 A4 sized learning logs since February 1987, totalling over a million words.
21. Knowledge management is potentially a huge issue for us all – 'if only we knew what we know'.
22. Make efforts to maintain contact, and to reconnect with people from whom you can learn.
23. Resources are too tight to waste time and money on those who are not worth a learning investment.
24. Reading and forgetting is a waste of time, so and note your learning for reinforcement and referencing.
25. What have you learned from this brief session...what will you do even a little different as a result?

Do keep in touch if you feel I can help further, and dip into my website below for lots more learning.

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