

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 860 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. I see a definite trend towards funding more and more of our own training and development.
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, so thinking hurts.
20. I have hand written 1336 A4 sized learning logs since February 1987, totalling nearly a million words.
21. Knowledge management is potentially a huge issue for us all – 'if only we knew what we know'.
22. Can we learn to become comfortable with taking *genuine* responsibility for our own development?
23. Resources are too tight to waste time and money on those who are not worth a learning investment.
24. Successful people are typically great learners – especially from experience – leaders are learners.
25. What have you learned from this brief session...what will you do even a little better 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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