

Tips to increase learning ROI!

Purpose. Potential. Possibilities

Invest in YOUR Professional Development

ALL STAFF

Before the learning experience

- » Make a list of 2-3 topics you are interested in exploring in 2023.
- » Review the calendar of workshops, the A-Z library of online resources, and look for articles or books in Terrier eDevelopment (TeD). Look carefully at the descriptions to ensure the learning is right for you.
- » Identify how this learning supports your professional development and how it might be valuable for the team/department.
- » Discuss your plan at your 1:1 meeting with your manager.

During the learning experience

- » Participate fully by actively listening, asking questions, and sharing insights.
- » Share and receive ideas with an open mind during the session. Be comfortable with being wrong and FAILing (FAIL = First Attempt in Learning).

After the learning experience

- » Use 'distributed practice' to increase retention and make shifts in behavior – Our rate of retention drops sharply immediately after learning. To combat forgetting, apply at least one idea/concept within 24 hours –
application can take many forms ranging from writing a summary of what you learned, teaching it to someone else, or conducting mini-experiments to put ideas to the test.
- » At your 1:1 share you learning with your manager and discuss ways you will apply your learning.
- » Review and reflect on the learning again within 2 weeks, then 2 months, and so on. Making micro shifts in behavior over time will help you transfer your learning into practice and reap the most benefit from your investment.

94%

of employees would stay at a company longer if it invested in helping them learn and grow

Employees whose learning needs are met are

21%

more engaged

LEADERS

- » Put learning on the agenda for your 1:1 meetings.
- » Share the workshop calendar, and A-Z library of online courses with your staff.
- » Ask staff what they want to learn and their career aspirations.
- » While you can recommend topics, empower staff to identify topics and courses first. Giving staff a voice and choice in their learning will increase their commitment.
- » Plan for practice and application. Invite staff to prepare to share their learning after the event. Teach backs have multiple benefits:
 - It helps to strengthen learning and increase potential of successful application; it also gives staff a chance to sharpen presentation skills and increases sense of empowerment and engagement.
 - It is a terrific way to ensure one person's learning benefits all members of the team. Plan for all staff members to have at least one opportunity during the calendar year to participate in learning and teach backs.
 - Finally, teach backs nurture peer-to-peer learning which is known to increase probability of practice and application.

Sources:

- Focus on Learning & Development to Increase Retention, [Cultureamp](#)
- Workforce Learning Report, [LinkedIn](#)
- Webbinghauss Forgetting Curve, [MindTools](#)

Learning Resources: www.bu.edu/odl



Boston University Organizational Development & Learning