



Practical Applications To Bridging The Learning-Doing Gap Chat Box

11:02:31 From Anh Nguyen to Everyone:

Hello hello! Welcome everyone!

11:02:58 From Heather Varney to Everyone:

Are you recording this yet?

11:03:06 From Anh Nguyen to Everyone:

Reacted to "Are you recording th..." with 👍

11:03:31 From jean eckhoff to Everyone:

Or if the cat is in front of your screen being a pest. LOL

11:03:40 From Anh Nguyen to Everyone:

Reacted to "Or if the cat is in ..." with 😏

11:03:42 From Heather Varney to Everyone:

Reacted to "Or if the cat is in ..." with 😏

11:03:42 From Jason Dreyer to Everyone:

You must show the pets

11:03:57 From Anh Nguyen to Everyone:

Reacted to "You must show the pe..." with ❤️

11:04:02 From jean eckhoff to Everyone:

Pumpkin pie

11:04:06 From Anh Nguyen to Everyone:

All of them

11:04:07 From Anh Nguyen to Everyone:

LOL

11:04:09 From Jason Dreyer to Everyone:

cranberries - the can kind because of the ridges

11:04:14 From Heather Varney to Everyone:

Heck yeah lol

11:04:15 From Anh Nguyen to Everyone:

Reacted to "cranberries - the ca..." with 😊

11:04:16 From Beth Eberhardt to Everyone:

Green beans

11:04:16 From Joyce Pickering to Everyone:

sauerkraut

11:04:18 From jd schwind to Everyone:

All of them

11:04:25 From Beth Eberhardt to Everyone:

Reacted to "cranberries - the ca..." with 👍

11:04:40 From Anh Nguyen to Everyone:

Reacted to "All of them" with ❤️

11:04:40 From Anita Chapman to Everyone:

potato casserole

11:04:40 From Becki Scheel to Everyone:

Homemade cranberry sauce (it's so easy!)

11:04:41 From Beth Eberhardt to Everyone:

Reacted to "cranberries - the ca..." with ❤️

11:04:45 From Becki Scheel to Everyone:

Reacted to "potato casserole" with 👍

11:04:45 From Anh Nguyen to Everyone:

Reacted to "Homemade cranberry s..." with ❤️

11:04:46 From Denise Catanzarite to Everyone:

green bean casserole

11:04:47 From Joyce Pickering to Everyone:

It's a Baltimore thing

11:04:50 From Toni Rowland to Everyone:

I love all Thanksgiving sides!

11:04:53 From Heather Varney to Everyone:

sweet potatoes, the yellow ones.

11:04:57 From Joyce Pickering to Everyone:

Yep

11:05:06 From jean eckhoff to Everyone:

I put raspberries in my homemade cranberry sauce

11:05:15 From Heather Varney to Everyone:

Reacted to "I put raspberries in..." with 🙄

11:05:21 From Anh Nguyen to Everyone:

My plate is more sides with a little turkey

11:05:27 From Jason Dreyer to Everyone:

That's the real discussion - is it stuffing or dressing?

11:05:34 From Heather Varney to Everyone:

Now I'm hungry

11:05:37 From Anh Nguyen to Everyone:

Reacted to "That's the real disc..." with 😏

11:05:40 From Beth Eberhardt to Everyone:

Stuffing!!!

11:06:23 From Erica Beggan to Everyone:

It turned into the cooking eating gap!

11:06:31 From Anh Nguyen to Everyone:

Reacted to "It turned into the c..." with 😏

11:06:31 From jean eckhoff to Everyone:

Reacted to "It turned into the c..." with 🤔

11:06:39 From Erica Beggan to Everyone:

Reacted to "It turned into the c..." with 🤔

11:06:41 From Erica Beggan to Everyone:

Removed a 🤔 reaction from "It turned into the c..."

11:06:41 From Becki Scheel to Everyone:

Reacted to "I love all Thanksgiv..." with 😊

11:06:42 From Beth Eberhardt to Everyone:

Reacted to "It turned into the c..." with 🤔

11:07:41 From Heather Varney to Everyone:

Is this like for work-specific training or public webinars? I'd treat each differently.

11:08:10 From Anh Nguyen to Everyone:

Reacted to "Is this like for wor..." with 👍

11:08:43 From Shannon Tipton to Everyone:

Reacted to "It turned into the c..." with 🤔

11:08:56 From Denise Catanzarite to Everyone:

hopefully setting their direct supervisor up with the information they need to understand what they should be looking for

11:09:20 From Anh Nguyen to Everyone:

Reacted to "hopefully setting th..." with 👍

11:09:58 From Heather Varney to Everyone:

Prewrite helps start that process, if you do it well. Follow up usually falls flat the way I've seen it done. People get back to their daily routines and behaviors and you lose that controlled classroom environment, even in a virtual world.

11:10:54 From Heather Varney to Everyone:

Maybe this is where we leverage the learning community concept we were discussing before...

11:11:48 From Mia Matthews to Everyone:

A coaching guide for reinforcement

11:11:52 From Anh Nguyen to Everyone:

Reacted to "Maybe this is where ..." with ❤️

11:11:58 From Anh Nguyen to Everyone:

Reacted to "A coaching guide for..." with ❤️

11:12:01 From Beth Eberhardt to Everyone:

Reacted to "A coaching guide for..." with ❤️

11:12:03 From Heather Varney to Everyone:

Sequencing training sessions can be a way to learn-apply-learn-apply and so on.

11:12:09 From Denise Catanzarite to Everyone:

next phase - solicit success stories to share success for best practices implemented

11:12:12 From Jason Dreyer to Everyone:

A discussion guide with conversation starters is always a good way to help it happen

11:12:22 From Beth Eberhardt to Everyone:

Reacted to "next phase - solicit ..." with 👍

11:13:15 From Lillian McCuen to Everyone:

Love this

11:13:16 From Becki Scheel to Everyone:

Reacted to "Maybe this is where ..." with 👍

11:13:36 From Lillian McCuen to Everyone:

Will do this immediately!!!!

11:13:43 From Beth Eberhardt to Everyone:

Reacted to "Will do this immedia..." with ❤️

11:13:50 From Anh Nguyen to Everyone:

Reacted to "A discussion guide w..." with 👍

11:13:54 From Anh Nguyen to Everyone:

Reacted to "Will do this immedia..." with ❤️

11:14:25 From Shannon Tipton to Everyone:

Reacted to "Will do this immedia..." with ❤️

11:15:03 From Becki Scheel to Everyone:

Reacted to "It turned into the c..." with 🤔

11:15:29 From Jennifer Kirby to Everyone:

love companion piece/brief idea!

11:17:04 From Anh Nguyen to Everyone:

Good point, Dr. Bob!

11:17:07 From Jason Dreyer to Everyone:

Utopia!

11:17:12 From Jennifer Kirby to Everyone:

Reacted to "Good point, Dr. Bob!" with 👍

11:17:15 From Heather Varney to Everyone:

Reacted to "Good point, Dr. Bob!" with 👍

11:17:32 From Mia Matthews to Everyone:

You can also do this maybe with a Slack channel and do a survey post, so you can get insights

11:17:57 From Anh Nguyen to Everyone:

Reacted to "You can also do this..." with 👍

11:18:26 From Shannon Tipton to Everyone:

Reacted to "You can also do this..." with 👍

11:21:20 From Beth Eberhardt to Everyone:

love it too, doesn't anyone have a template to share?

11:22:29 From Jennifer Kirby to Everyone:

I agree with you Shannon. We do have to train them that we are partners !!

11:22:39 From Heather Varney to Everyone:

Reacted to "I agree with you Sha..." with +

11:23:15 From jean eckhoff to Everyone:

Whenever I ask the question, well, what do you want them to DO?, if they can't answer it, they don't get a training. LOL

11:23:21 From Anh Nguyen to Everyone:

Reacted to "I agree with you Sha..." with 👍

11:23:28 From Anh Nguyen to Everyone:

Reacted to "Whenever I ask the q..." with 😏

11:23:29 From Joyce Pickering to Everyone:

Reacted to "Whenever I ask the q..." with ❤️

11:23:29 From Shannon Tipton to Everyone:

Reacted to "I agree with you Sha..." with 👍

11:23:35 From Jason Dreyer to Everyone:

Reacted to "Whenever I ask the q..." with 🧡

11:24:07 From Shannon Tipton to Everyone:

Replying to "love it too, doesn't..."

I'll see if I still have one in my files. :-)

11:24:28 From Shannon Tipton to Everyone:

Reacted to "Whenever I ask the q..." with ❤️

11:24:32 From Heather Varney to Everyone:

Reacted to "Whenever I ask the q..." with 😏

11:24:41 From Shannon Tipton to Everyone:

Replying to "Whenever I ask the q..."

exactly!

11:24:57 From Heather Varney to Everyone:

You'd be surprised (or maybe not!) how many can't answer that question when they ask for training.

11:25:53 From Stella Lindeke to Everyone:

Reacted to "Whenever I ask the q..." with ❤️

11:26:33 From Mia Matthews to Everyone:

Presenting it as a risk is a good idea - good language

11:26:49 From Anh Nguyen to Everyone:

Reacted to "Presenting it as a r..." with 👍

11:26:56 From Erica Beggan to Everyone:

Reacted to "You'd be surprised (...)" with 🙌

11:30:16 From jean eckhoff to Everyone:

Did it work?

11:30:41 From Anh Nguyen to Everyone:

Reacted to "You'd be surprised (...)" with 🙄

11:34:22 From Denise Catanzarite to Everyone:

Cohort sub groups with accountability

11:34:41 From Shannon Tipton to Everyone:

Reacted to "Cohort sub groups wi..." with ❤️

11:34:43 From Anh Nguyen to Everyone:

Reacted to "Cohort sub groups wi..." with 👍

11:35:21 From Becki Scheel to Everyone:

Reacted to "Cohort sub groups wi..." with ❤️

11:36:14 From Heather Varney to Everyone:

I recently participated in a program that had us do pre-work and some of it you really had to dig deep to answer the questions. But it helped drive meaningful discussions in our live sessions afterwards, and then I also had the pre-work info to refer back to post-class. So for me, that was helpful in then applying what I learned.

11:36:24 From Mia Matthews to Everyone:

Replying to "Did it work?"

It definitely helped with gaining buy-in for our approach when we were working with SMEs and stakeholders, although it wasn't across the board. I think it was a good start.

11:37:08 From Anh Nguyen to Everyone:

Reacted to "I recently participa..." with 👍

11:39:12 From Erica Beggan to Everyone:

I'm working on creating performance-focused evaluations to ask questions about if/what is transferring to the job. It's a small step for us as a group, but we have no data to create the story about what courses/curriculums are actually moving the needle for transfer of the learning.

11:39:17 From Anh Nguyen to Everyone:

Reacted to "I'm working on creat..." with 👍

11:40:01 From Heather Varney to Everyone:

Yeah, it has to be more than "when you leave class, I want you to X to apply what you learned..." but then that's it. There's no further check-ins or anything to reinforce things or see if learners actually did it.

11:41:06 From Jason Dreyer to Everyone:

Reacted to "Yeah, it has to be m..." with 👍

11:41:22 From Heather Varney to Everyone:

It's what all great storytellers do really.

11:41:35 From Shannon Tipton to Everyone:

Reacted to "Yeah, it has to be m..." with 👍

11:42:23 From Heather Varney to Everyone:

start applying before class is over, yes.

11:43:53 From Becki Scheel to Everyone:

Question: How would we revisit the learning (reinforce) when it's delivered to a client audience via eLearning?

11:44:12 From jean eckhoff to Everyone:

Replying to "Question: How would ..."

Great question!

11:44:39 From Heather Varney to Everyone:

Create a chatroom and have people post examples of when they apply what they learned or how it's helped. Get cheers from peers and also solidifies it for the poster.

11:46:00 From Heather Varney to Everyone:

accountability, but also support and motivation.

11:46:09 From jean eckhoff to Everyone:

Reacted to "Create a chatroom an..." with ❤️

11:46:21 From Stella Lindeke to Everyone:

Reacted to "accountability, but ..." with 👍

11:46:42 From Becki Scheel to Everyone:

Every. Group. Project. - <https://app.screencast.com/A8oRXcuQBuHez>

11:46:47 From Becki Scheel to Everyone:

Reacted to "accountability, but ..." with 👍

11:47:09 From Jason Dreyer to Everyone:

ASMAL cohorts - accountability, support, motivation, and learning

11:47:10 From jean eckhoff to Everyone:

Reacted to "Every. Group. Projec..." with 🔄

11:47:12 From Becki Scheel to Everyone:

Reacted to "Create a chatroom an..." with 😊

11:47:18 From Shannon Tipton to Everyone:

Reacted to "ASMAL cohorts - acco..." with ❤️

11:47:27 From Heather Varney to Everyone:

Reacted to "ASMAL cohorts - acco..." with ❤️

11:47:37 From Joyce Pickering to Everyone:

Reacted to "Every. Group. Projec..." with 😄

11:48:37 From jean eckhoff to Everyone:

Also, don't introduce too many new things for them to do at once.

11:49:02 From Becki Scheel to Everyone:

Reacted to "ASMAL cohorts - acco..." with ❤️

11:49:11 From Jason Dreyer to Everyone:

Reacted to "Also, don't introduc..." with 🧡

11:49:16 From Shannon Tipton to Everyone:

Reacted to "Also, don't introduc..." with 🙌

11:49:19 From Mia Matthews to Everyone:

Listening

11:49:34 From Jason Dreyer to Everyone:

Replying to "Listening"

Oh I like that

11:49:34 From Joyce Pickering to Everyone:

"It takes time" How long is too long until you realize that you're never going to make any headway due to several other factors?

11:49:44 From jean eckhoff to Everyone:

LOL - I was going to say Llamas cuz everyone loves llamas it seems.

11:49:54 From Joyce Pickering to Everyone:

Reacted to "LOL - I was going to..." with ❤️

11:50:34 From Denise Catanzarite to Everyone:

Reacted to "LOL - I was going to..." with 👍

11:51:34 From Becki Scheel to Everyone:

Reacted to "Also, don't introduc..." with 🙄

11:51:56 From Anh Nguyen to Everyone:

Reacted to "LOL - I was going to..." with 😏

11:55:37 From Mia Matthews to Everyone:

And finding ways of getting easy feedback

11:56:20 From Joyce Pickering to Everyone:

Reacted to "And finding ways of ..." with 👍

11:57:02 From Anh Nguyen to Everyone:

What a great chat today! Thank you for joining us.

You'll receive an email with all the details to access the video replay and any resources. If you'd like to access to this and all Learning Rebels resources 24/7, you'll find them in the Learning Rebels Community! Not to mention connecting with other L&D pros like the ones you've met here today.

<https://learning-rebels-network.mn.co>

11:57:05 From Joyce Pickering to Everyone:

Thank you all.

11:57:11 From Anh Nguyen to Everyone:

Reacted to "Thank you all." with ❤️

11:57:26 From Becki Scheel to Everyone:

Reacted to "Thank you all." with ❤️

11:57:28 From Anh Nguyen to Everyone:

@jean eckhoff - we have a community for you! 😊

11:57:45 From Denise Catanzarite to Everyone:

our secret language!

11:57:46 From Jennifer Kirby to Everyone:

Reacted to "LOL - I was going to..." with 👍

11:57:47 From Stella Lindeke to Everyone:

It's always fantastic brainwash on how to deal with the daily challenges. Thank you so much shannon!

11:58:13 From Becki Scheel to Everyone:

Thanks for the ideas, everyone! I struggle with this in our eLearning program for clients.

11:58:15 From Heather Varney to Everyone:

Yep, there has to be some consistency in doing it.

11:58:46 From Anh Nguyen to Everyone:

For the December events:

<https://www.learningrebels.com/events/>

11:59:16 From Heather Varney to Everyone:

Grateful for this community for sure.

11:59:21 From Joyce Pickering to Everyone:

Reacted to "Grateful for this co..." with ❤️

11:59:26 From jean eckhoff to Everyone:

Reacted to "Grateful for this co..." with ❤️

11:59:29 From Anh Nguyen to Everyone:

Reacted to "Grateful for this co..." with ❤️

11:59:51 From Heather Varney to Everyone:

Oh, nice.

11:59:56 From Becki Scheel to Everyone:

Reacted to "Oh, nice." with 👍

12:00:07 From Jason Dreyer to Everyone:



12:00:19 From jean eckhoff to Everyone:



12:00:26 From jd schwind to Everyone:

Reacted to "❤️" with 🙌

12:00:39 From Anh Nguyen to Everyone:

Happy Thanksgiving to all who celebrate!! 🦃 Enjoy your time with family and friends!

12:01:03 From Heather Varney to Everyone:

Reacted to "Happy Thanksgiving t..." with ❤️

12:01:08 From jd schwind to Everyone:



12:01:12 From Anh Nguyen to Everyone:

Explore more about the Learning Rebels community:

<https://learning-rebels-network.mn.co>

12:01:15 From Joyce Pickering to Everyone:



12:01:25 From Mia Matthews to Everyone:

Enjoy your Friday!

12:01:50 From Jennifer Kirby to Everyone:

thanks!