



Coffee Chat: Supporting Informal Learning Recognition

- 11:05:29 From kelly Martin : Are those Goldendoodles?
- 11:05:48 From Michael Dalessandri : Yes. Jack and Lucy are Goldendoodles.
- 11:06:18 From kelly Martin : We are getting one in a few weeks - first time but have two
130 HUGE Goldens
- 11:06:28 From kelly Martin : 130 pound
- 11:06:36 From Cynthia Lewis : Reacted to "130 pound" with 😬
- 11:07:01 From kelly Martin : we do not have 130 goldens, lol
- 11:07:01 From Staci Trekles : Hey all, haven't been here for a few months but happy to
hear from you all today!
- 11:07:08 From Cynthia Lewis : Reacted to "Hey all, haven't ..." with ❤️
- 11:07:12 From Noel Zykowski : Same Staci!
- 11:07:12 From Connie Halvorsen : Reacted to "Hey all, haven't been here for a few
months but happy to hear from you all today!" with ❤️
- 11:07:17 From Cynthia Lewis : Reacted to "Same Staci!" with ❤️

11:07:26 From Connie Halvorsen : Glad to see you both here!

11:07:43 From Noel Zykowski : Hey Connie! Missed you!

11:07:51 From Parker King : Any learning that is either: Outside of the team members specialty OR Not prescribed by the employer.

11:08:03 From Connie Halvorsen : Reacted to "Any learning that is either: Outside of the team members specialty OR Not prescribed by the employer." with 👍

11:08:25 From Michael Dalessandri : Anything that is no formal 😊

11:08:29 From Doneen Childress : Hello! Finally coming back after dealing with my daughter's illness and passing. Getting back into the swing of things. Have a lot of brain fog still, but doing good.

11:08:31 From Michael Dalessandri : not formal

11:08:31 From Susan Manos : I'd say informal learning is anything we aren't tracking in some way

11:08:33 From Connie Halvorsen : Reacted to "Hey Connie! Missed you!" with ❤️

11:08:42 From Cynthia Lewis : I conduct 30-6-90-Day New Hire Onboarding interviews to improve our onboarding process so every interview is an opportunity to coach and provide informal learning.

11:08:43 From Shannon Tipton : Reacted to "I conduct 30-6-90-Day New Hire Onboarding interviews to improve our onboarding process so every interview is an opportunity to coach and provide informal learning." with 🙌

11:08:47 From Heather Varney : Reacted to "Hello! Finally coming back after dealing with my daughter's illness and passing. Getting back into the swing of things. Have a lot of brain fog still, but doing good." with ❤️

11:08:58 From Cynthia Lewis : Reacted to "I'd say informal l..." with 👍

11:09:01 From Susan Manos : Reacted to "Hello! Finally comin..." with ❤️

11:09:02 From Cynthia Lewis : Reacted to "Hello! Finally com..." with ❤️

11:09:04 From Parker King : Reacted to "Hello! Finally com..." with 🤝

11:09:07 From Cynthia Lewis : Reacted to "Anything that is n..." with 👍

11:09:09 From Julia Remsik Larsen : Reacted to "Hey all, haven't been here for a few months but happy to hear from you all today!" with ❤️

11:09:09 From Stella LIndeke : Reacted to "Hello! Finally comin..." with ❤️

11:09:10 From Cynthia Lewis : Reacted to "Any learning that ..." with 👍

11:09:12 From Julia Remsik Larsen : Reacted to "Same Staci!" with ❤️

11:09:14 From Noel Zykowski : Reacted to "Hello! Finally coming back after dealing with my daughter's illness and passing. Getting back into the swing of things. Have a lot of brain fog still, but doing good." with 🤝

11:09:17 From Cynthia Lewis : Reacted to "not formal" with 👍

11:09:35 From Heather Varney : I'm usually THAT person. 😊

11:09:44 From Connie Halvorsen : Reacted to "I'm usually THAT person. 😊" with ❤️

11:09:46 From Julia Remsik Larsen : Reacted to "I'm usually THAT person. 😊" with ❤️

11:09:46 From Shannon Tipton : Reacted to "I'm usually THAT person. 😊" with 🥰

11:09:52 From Barbara Nuss - Profit Soup : Trial and error in the workplace, plus independent research on the topic - optional reading, internet searches, etc.

11:09:58 From Staci Trekles : I think of informal learning as any time someone just takes time to play or experiment within or outside of their roles, like with software or different systems. But it's also mentorship, helping each other - I think really most people learn something informally on the job every day.

11:10:01 From Cynthia Lewis : Reacted to "I'm usually THAT p..." with ❤️

- 11:10:06 From Cynthia Lewis : Reacted to "Trial and error in..." with 👍
- 11:10:08 From Connie Halvorsen : Reacted to "I think of informal learning as any time someone just takes time to play or experiment within or outside of their roles, like with software or different systems. But it's also mentorship, helping each other - I think really most people learn something informally on the job every day." with ❤️
- 11:10:09 From Doneen Childress : Always handing out personal kudos through emails, personal acknowledgement and small gifts like cookies, candy, et.
- 11:10:17 From Cynthia Lewis : Reacted to "I think of informa..." with 👍
- 11:10:20 From Cynthia Lewis : Reacted to "Always handing out..." with 👍
- 11:10:20 From Doneen Childress : Reacted to "Hello! Finally coming back after dealing with my daughter's illness and passing. Getting back into the swing of things. Have a lot of brain fog still, but doing good." with 🙏
- 11:10:29 From Heather Ross : Where is Praise in Teams?
- 11:10:29 From Doneen Childress : Removed a 🙏 reaction from "Hello! Finally coming back after dealing with my daughter's illness and passing. Getting back into the swing of things. Have a lot of brain fog still, but doing good."
- 11:10:32 From Michael Dalessandri : Replying to "we do not have 130 goldens, lol"
- Jack is 70lbs and Lucy is 55lbs. They are the smartest, sweetest dogs ever. The Golden in them for sweetness and poodle for smartness.
- 11:10:46 From Parker King : Replying to "Where is Praise in..."
- wondering the same
- 11:11:01 From Heather Varney : Telling them that they used a tip or info that the person

shared or that it was helpful and how is what I like to hear. It makes the sharing meaningful to me.

11:11:07 From Connie Halvorsen : Reacted to "we do not have 130 goldens, lol" with 😊

11:11:17 From Connie Halvorsen : Reacted to "Telling them that they used a tip or info that the person shared or that it was helpful and how is what I like to hear. It makes the sharing meaningful to me." with 👍

11:11:21 From Staci Trekles : Replying to "Where is Praise in T..."

It's in the chat as one of the icons that can be used but I think it's limited to a channel - not sure if you can use Praise in just a single-person chat or small chat group.

11:11:25 From Victoria Nelson : Similar to what Maureen and Kelly have shared: We have a recognition channel on Slack; at some year-end celebrations, staff have given shout outs to colleagues for their learning contributions.

11:11:36 From Cynthia Lewis : Replying to "Where is Praise in..."

You probably have to search for it - bottom of the left hand panel...

11:11:43 From Connie Halvorsen : Reacted to "Similar to what Maureen and Kelly have shared: We have a recognition channel on Slack; at some year-end celebrations, staff have given shout outs to colleagues for their learning contributions." with ❤️

11:11:49 From Cynthia Lewis : Reacted to "Telling them that ..." with 👍

11:11:54 From Cynthia Lewis : Reacted to "Similar to what Ma..." with 👍

11:12:00 From Staci Trekles : We use Workday and there is a Give Feedback option so we can send people compliments or thanks for any reason. They get a little badge and their manager sees it.

11:12:30 From Cynthia Lewis : Reacted to "We use Workday and..." with 👍

11:12:39 From Barbara Nuss - Profit Soup : Create a semi-formal process that encourages recognition in the work place.

11:12:45 From Cynthia Lewis : Replying to "We use Workday and..."

Nice! I'll have to see if we have this!

11:12:47 From Maureen Flanagan : I see Praise in Microsoft Teams when I open a chat and then click on the + sign for other apps.

11:12:55 From Staci Trekles : Reacted to "I see Praise in Micr..." with ❤️

11:13:11 From Victoria Nelson : We also have a quarterly event where staff are invited to deliver a short presentation on a recent learning event or prof dev activity they completed to share their takeaways with broader staff.

11:13:15 From Cynthia Lewis : Reacted to "Create a semi-form..." with 👍

11:13:16 From Sandra Guzman : Not always easy to identify those types of people. I have always tried to encourage people to find moments for knowledge sharing and I invite my direct reports to bring tips to our biweekly calls to share knowledge for our standing knowledge sharing corner.

11:13:21 From Cynthia Lewis : Reacted to "We also have a qua..." with ❤️

11:13:22 From Shannon Tipton : Reacted to "We also have a quarterly event where staff are invited to deliver a short presentation on a recent learning event or prof dev activity they completed to share their takeaways with broader staff." with ❤️

11:13:30 From Cynthia Lewis : Reacted to "Not always easy to..." with 👍

11:13:36 From Staci Trekles : Replying to "We use Workday and t..."

(I help run our Workday for our org) It may be that if you don't have a Give Feedback task that your org hasn't turned it on. But they should! It's a nice feature.

11:14:38 From kelly Martin : bringing them on as ambadassors

11:14:48 From Cynthia Lewis : Reacted to "(I help run our Wo..." with 👍

11:14:49 From Maureen Flanagan : Reacted to "bringing them on a..." with ❤️

11:15:01 From Cynthia Lewis : Reacted to "bringing them on a..." with ❤️

11:15:04 From Sandra Guzman : Reacted to "bringing them on as ..." with ❤️

11:16:02 From Cynthia Lewis : We have a monthly newsletter and anyone can send in wins, achievements, success stories, etc....

11:16:12 From Tamaki Stiles : Reacted to "(I help run our Work..." with 👍

11:16:16 From Regina Doeppel : We have a program that we can send thank you notes and their manager gets copied. We can attach points to the thank you as well. They can shop for items or gift cards with the points.

11:16:32 From Susan Manos : So....in addition to the focus on recognizing informal learning, how do we "give credit" for the APPLICATION of that informal learning?

11:16:40 From Maureen Flanagan : Reacted to "We have a program ..." with 🙌

11:16:45 From Tamaki Stiles : Reacted to "We have a monthly ne..." with 🙌

11:17:00 From Connie Halvorsen : Reacted to "So....in addition to the focus on recognizing informal learning, how do we "give credit" for the APPLICATION of that informal learning?" with 👍

11:17:07 From Parker King : Mentorship.

11:17:16 From Julia Remsik Larsen : Reacted to "We have a program that we can send thank you notes and their manager gets copied. We can attach points to the thank you as well. They can shop for items or gift cards with the points." with ❤️

- 11:17:16 From Cynthia Lewis : Reacted to "We have a program ..." with ❤️
- 11:17:26 From Cynthia Lewis : Reacted to "So....in addition ..." with 👍
- 11:17:29 From Cynthia Lewis : Reacted to "Mentorship." with ❤️
- 11:17:35 From Tamaki Stiles : Replying to "We have a program th..."

We have a similar program. We can collect points and turn them into gifts and/or gift cards

11:18:33 From Parker King : Knowing HOW people want to be recognized is paramount! If we assume we now how they want to be given kudos we might miss the mark.

11:18:56 From Maureen Flanagan : Reacted to "Knowing HOW people..." with 🙌

11:19:19 From Shannon Tipton : Reacted to "Knowing HOW people want to be recognized is paramount! If we assume we now how they want to be given kudos we might miss the mark." with 🙌

11:19:22 From Cynthia Lewis : Reacted to "Knowing HOW people..." with 🎯

11:19:39 From Maureen Flanagan : Love your moving background @staci trekles

11:19:49 From Doneen Childress : Reacted to "Knowing HOW people want to be recognized is paramount! If we assume we now how they want to be given kudos we might miss the mark." with 🙌

11:19:50 From Parker King : Reacted to "Love your moving b..." with ❤️

11:19:55 From Connie Halvorsen : Reacted to "Knowing HOW people want to be recognized is paramount! If we assume we now how they want to be given kudos we might miss the mark." with 👍

11:20:35 From Parker King : You can never hit a baseball if youre never pitched to.

11:20:51 From Cynthia Lewis : Reacted to "You can never hit ..." with ❤️

11:21:02 From Maureen Flanagan : Reacted to "You can never hit ..." with ❤️

- 11:21:06 From Staci Trekles : Reacted to "You can never hit a ..." with ❤️
- 11:21:15 From Staci Trekles : Reacted to "Love your moving bac..." with ❤️
- 11:21:23 From Staci Trekles : Replying to "Love your moving bac..."

I think it was just built into Zoom!

- 11:22:03 From Heather Ross : Reacted to "Knowing HOW people w..." with 🙌
- 11:22:35 From Stella LIndeke : To improve knowledge transfer I have organised a workshop with 2 co-moderators for new sales reps.. The SME did the Storytelling, the junior SME did the technical Explanation and myself kept the participants busy with interactivity, quizzes and reflection. I also asked the junior SME to document so next time we can have the Workshop with only 2 moderators.

- 11:22:49 From Parker King : Asking. "What have you learned recently?"
- 11:22:57 From Cynthia Lewis : Reacted to "To improve knowled..." with 👍
- 11:22:58 From Heather Ross : Replying to "Where is Praise in T..."

I found it in the Apps and was able to send a recognition to a single person

- 11:23:06 From Cynthia Lewis : Reacted to "Asking. "What have..." with 👍
- 11:23:16 From Tamaki Stiles : Reacted to "To improve knowledge..." with 👍
- 11:23:20 From Maureen Flanagan : Reacted to "I think of informa..." with ❤️
- 11:23:28 From Maureen Flanagan : Reacted to "Always handing out..." with 👍
- 11:23:42 From Maureen Flanagan : Reacted to "Telling them that ..." with 👍
- 11:23:49 From Maureen Flanagan : Reacted to "Similar to what Ma..." with ❤️
- 11:23:49 From Staci Trekles : Our org has folks that develop themselves all the time but since they are quieter, they miss out on recognition. We have had some success in asking

managers to identify those people who may not be the “obvious” ones to lean on by getting them to participate on panel discussions to share knowledge.

11:23:57 From Maureen Flanagan : Reacted to "We use Workday and..." with 👍

11:24:04 From Connie Halvorsen : Reacted to "Our org has folks that develop themselves all the time but since they are quieter, they miss out on recognition. We have had some success in asking managers to identify those people who may not be the “obvious” ones to lean on by getting them to participate on panel discussions to share knowledge." with ❤️

11:24:08 From Maureen Flanagan : Reacted to "Create a semi-form..." with 👍

11:24:11 From Doneen Childress : Reacted to "Our org has folks that develop themselves all the time but since they are quieter, they miss out on recognition. We have had some success in asking managers to identify those people who may not be the “obvious” ones to lean on by getting them to participate on panel discussions to share knowledge." with ❤️

11:24:21 From Maureen Flanagan : Reacted to "We also have a qua..." with ❤️

11:24:25 From Cynthia Lewis : Reacted to "Our org has folks ..." with ❤️

11:24:29 From Maureen Flanagan : Reacted to "Not always easy to..." with 👍

11:24:34 From Maureen Flanagan : Reacted to "We have a monthly ..." with 🙌

11:24:48 From Maureen Flanagan : Reacted to "We have a similar ..." with 🙌

11:25:01 From Maureen Flanagan : Reacted to "So....in addition ..." with 👍

11:25:06 From Maureen Flanagan : Reacted to "Mentorship." with ❤️

11:25:28 From Maureen Flanagan : Reacted to "To improve knowled..." with ❤️


11:25:30 From Maureen Flanagan : Reacted to "Asking. "What have..." with 👍

11:25:40 From Maureen Flanagan : Reacted to "Our org has folks ..." with ❤️

11:26:19 From Victoria Nelson : Reacted to "Our org has folks th..." with ❤️


11:27:30 From Heather Varney : As someone that has not felt comfortable being

recognized in public, I get the desire to be recognized as you'd like. However, it is equally important for others (coworkers, boss, upper leadership) to SEE you being recognized for your efforts. People that are seen are more likely to be promoted. I've seen this happen repeatedly.

11:27:45 From Maureen Flanagan : Reacted to "As someone that ha..." with 

11:28:07 From Cynthia Lewis : Reacted to "As someone that ha..." with 

11:28:17 From Parker King : we often see it not in big groups or teams... but in one on one with leaders talking to their people. Set culture to make sure we are asking... How are you growing?

11:28:31 From Maureen Flanagan : Reacted to "we often see it no..." with 

11:28:54 From Staci Trekles : I have a conflict everyone but it was nice to hear from you!


Have a wonderful long weekend!

11:29:11 From Cynthia Lewis : Reacted to "we often see it no..." with 

11:29:12 From Parker King : Reacted to "I have a conflict ..." with 

11:29:38 From Heather Varney : Instead of asking how people like to be recognized, a better question might be a combo of how to be recognized 1) publicly and 2) privately.

11:30:20 From Cynthia Lewis : Reacted to "Instead of asking ..." with 

11:30:44 From Cynthia Lewis : Reacted to "I found it in the ..." with 

11:31:32 From Barbara Nuss - Profit Soup : Replying to "Instead of asking ho..."

I think leaders who know their direct reports should seek to understand how individuals prefer to be recognized. Some prefer private and for them I send direct emails like, "thanks or your great work on this," and then push them for more validation by sharing with the team - FYI, check out what Jody did this week!

11:31:39 From Maureen Flanagan : One icebreaker used at a team meeting several years

ago (and I still remember it!) is, "What was the last thing you learned for the first time?"

11:31:50 From Barbara Nuss - Profit Soup : Replying to "Instead of asking ho..."

Somebody mentioned slack channels. This is a great tool for this type of thing.

11:31:58 From Parker King : Reacted to "One icebreaker use..." with 🙌

11:32:15 From Maureen Flanagan : Reacted to "I think leaders wh..." with ❤️

11:32:16 From Cynthia Lewis : Reacted to "One icebreaker use..." with 👍

11:32:21 From Maureen Flanagan : Reacted to "Somebody mentioned..." with 👍

11:34:20 From Shannon Tipton : Reacted to "One icebreaker used at a team meeting several years ago (and I still remember it!) is, "What was the last thing you learned for the first time?"" with 🙌

11:34:29 From Shannon Tipton : Reacted to "Somebody mentioned slack channels. This is a great tool for this type of thing." with ❤️

11:34:36 From Shannon Tipton : Reacted to "I think leaders who know their direct reports should seek to understand how individuals prefer to be recognized. Some prefer private and for them I send direct emails like, "thanks or your great work on this," and then push them for more validation by sharing with the team - FYI, check out what Jody did this week!" with ❤️

11:37:50 From Connie Halvorsen : Reacted to "One icebreaker used at a team meeting several years ago (and I still remember it!) is, "What was the last thing you learned for the first time?"" with ❤️

11:38:14 From Cynthia Lewis : Reacted to "I think leaders wh..." with 😞

11:38:16 From Cynthia Lewis : Removed a 😞 from "I think leaders wh..."

11:38:19 From Cynthia Lewis : Reacted to "I think leaders wh..." with 🎯

11:38:31 From Heather Varney : Replying to "Instead of asking how people like to be

recognized, a better question might be a combo of how to be recognized 1) publicly and 2) privately."

@Barbara Nuss - Profit Soup Yes, direct leaders should know their teams in that way. The more important aspect and one that drives promotions and other opps is often visibility above the direct manager. That is more important for visibility. Even if not public, like in a group meeting, managers should still be ensuring their people are visible and praised to upper leadership and other groups they work with. Being invisible is a career death in many corp settings.

11:39:37 From Maureen Flanagan : How to use my new Infinity Loop belt

11:39:37 From Cyndi Redfern : Took 12 Week MBA and learned about Balance Sheets, Income Statements and cash flow

11:39:37 From Susan Manos : Canva

11:39:38 From Cynthia Lewis : Copilot Agents

11:39:38 From Parker King : AI Certification on LinkedIn Learning

11:39:39 From Victoria Nelson : AI prompting

11:39:40 From Michael Dalessandri : How to use a function within a software.

11:39:40 From Sandra Guzman : Power Automate - creating automations

11:39:41 From Heather Ross : How to give quick Praise recognition in Teams

11:39:45 From Heather Varney : Claude projects

11:39:50 From Maureen Flanagan : Reacted to "How to give quick ..." with 👍

11:39:53 From Doneen Childress : Storyline triggers

11:40:03 From Susan Manos : Reacted to "How to use my new In..." with 👍

11:40:07 From Stella Lindeke : establish conversational chatbots

11:40:07 From Susan Manos : Reacted to "Took 12 Week MBA and..." with 👍

11:40:12 From Cynthia Lewis : Reacted to "Took 12 Week MBA a..." with 🙌

11:40:15 From Maureen Flanagan : Reacted to "Took 12 Week MBA a..." with 🙌

11:40:16 From Susan Manos : Reacted to "Copilot Agents" with 👍

11:40:19 From Heather Ross : Reacted to "Took 12 Week MBA and..." with 🌟

11:40:20 From Greg Thompson : Definition of Agentic AI.

11:40:20 From Susan Manos : Reacted to "AI Certification on ..." with 👍

11:40:24 From Susan Manos : Reacted to "AI prompting" with 👍

11:40:27 From Connie Halvorsen : Reacted to "Took 12 Week MBA and learned about Balance Sheets, Income Statements and cash flow" with 🌟

11:40:28 From Susan Manos : Reacted to "How to use a functio..." with 👍

11:40:32 From Tamaki Stiles : How to create an image with AI

11:40:32 From Susan Manos : Reacted to "Power Automate - cre..." with 👍

11:40:35 From Susan Manos : Reacted to "How to give quick Pr..." with 👍

11:40:40 From Susan Manos : Reacted to "Claude projects" with 👍

11:40:43 From Susan Manos : Reacted to "Storyline triggers" with 👍

11:40:47 From Susan Manos : Reacted to "establish conversati..." with 👍

11:40:49 From Susan Manos : Reacted to "Definition of Agenti..." with 👍

11:40:53 From Susan Manos : Reacted to "How to create an ima..." with 👍

11:40:55 From Stella LIndeke : Reacted to "How to give quick Pr..." with 👍

11:41:04 From Heather Varney : I mean, we all learn a LOT for the first time with each new training initiative we work on. 😊

11:41:06 From Julia Remsik Larsen : Reacted to "How to give quick Praise recognition in Teams" with ❤️

11:41:11 From Cynthia Lewis : Reacted to "I mean, we all lea..." with 🎯

- 11:41:14 From Victoria Nelson : Reacted to "I mean, we all learn..." with 🙌
- 11:41:17 From Julia Remsik Larsen : Reacted to "I mean, we all learn a LOT for the first time with each new training initiative we work on. 😂" with 🙌
- 11:41:25 From Susan Manos : Reacted to "I mean, we all learn..." with 👍
- 11:41:48 From Heather Ross : Replying to "I mean, we all learn..."

Sometimes, yes. I learn a lot of how something has been modified or updated.

- 11:42:00 From Heather Varney : Reacted to "Sometimes, yes. I learn a lot of how something has been modified or updated." with 👍
- 11:42:04 From Cynthia Lewis : Reacted to "Sometimes, yes. I ..." with 👍
- 11:42:10 From Maureen Flanagan : Replying to "How to use my new ..."

I was trying to use it like a Hula Hoop and it wasn't working. I watched the video to see how to do it properly, LOL.

- 11:42:47 From Cynthia Lewis : I learned that our Supply Planners use Hurricane forecasts to forecast chainsaw demands!
- 11:43:00 From Heather Varney : Reacted to "I learned that our Supply Planners use Hurricane forecasts to forecast chainsaw demands!" with 😂
- 11:43:01 From Michael Dalessandri : Apply what we learned; look for opportunities to apply the new thing.
- 11:43:02 From Parker King : Make a page on the intranet where people can put what they are learning
- 11:43:06 From Cynthia Lewis : Reacted to "I was trying to us..." with 😂
- 11:43:11 From Shannon Tipton : Reacted to "Make a page on the intranet where people

can put what they are learning" with 🎯

11:43:25 From Heather Ross : Reacted to "I learned that our S..." with 🤖

11:43:28 From Cynthia Lewis : Reacted to "Apply what we lear..." with 👍

11:43:30 From Cynthia Lewis : Reacted to "Make a page on the..." with 👍

11:43:36 From Heather Varney : Reacted to "Make a page on the intranet where people can put what they are learning" with 👍

11:44:01 From Julia Remsik Larsen : Reacted to "I learned that our Supply Planners use Hurricane forecasts to forecast chainsaw demands!" with 🤖

11:44:14 From Michael Dalessandri : In nursing, I use a statement, "In the spirit of inquiry,"

11:44:20 From Tamaki Stiles : Praise on Teams!

11:44:38 From Victoria Nelson : I can see taking this question and putting it into Slack or Teams. Then there's visibility into what people are learning, and if someone sees something that they want to learn, they could reach out to the person who posted about it and maybe have a quick chat or even develop a short term informal mentoring partnership.

11:44:41 From Heather Varney : learning is being uncomfortable in many cases.

11:45:00 From Cynthia Lewis : Reacted to "I can see taking t..." with ❤️

11:45:02 From Heather Varney : Reacted to "I can see taking this question and putting it into Slack or Teams. Then there's visibility into what people are learning, and if someone sees something that they want to learn, they could reach out to the person who posted about it and maybe have a quick chat or even develop a short term informal mentoring partnership." with ❤️

11:45:15 From Greg Thompson : I agree with Heather!

11:46:24 From Parker King : WE ARE DOING IT RIGHT NOW!!!!

11:46:34 From Shannon Tipton : Reacted to "WE ARE DOING IT RIGHT NOW!!!!!" with



11:46:36 From Julia Remsik Larsen : Reacted to "WE ARE DOING IT RIGHT NOW!!!!!"

with ❤️

11:46:36 From Cynthia Lewis : Reacted to "learning is being ..." with 👍

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11:46:43 From Julia Remsik Larsen : Reacted to "WE ARE DOING IT RIGHT NOW!!!!!"

with 🎯

11:46:45 From Shannon Tipton : Replying to "WE ARE DOING IT RIGHT NOW!!!!!"

We are!!

11:47:51 From Heather Varney : Reacted to "WE ARE DOING IT RIGHT NOW!!!!!" with 🍕

11:48:12 From Maureen Flanagan : When our Learning Creation team was experimenting with Vyond, they had an Academy Awards style showcase where we got to watch their videos and they shared what they learned with others.

11:48:27 From Heather Varney : Reacted to "When our Learning Creation team was experimenting with Vyond, they had an Academy Awards style showcase where we got to watch their videos and they shared what they learned with others." with ❤️

11:48:29 From Victoria Nelson : Reacted to "When our Learning Cr..." with ❤️

11:48:32 From Michael Dalessandri : Replying to "When our Learning Creation team was experimenting with Vyond, they had an Academy Awards style showcase where we got to watch their videos and they shared what they learned with others."

Great idea!

11:48:39 From Michael Dalessandri : Reacted to "When our Learning Creation team was

experimenting with Vyond, they had an Academy Awards style showcase where we got to watch their videos and they shared what they learned with others." with 🙌

11:49:45 From Heather Varney : IT peeps do this style of learning well with things like hack-a-thons, taking learning something new and often challenging and making it into a fun/energetic style learning experience.

11:50:57 From Cynthia Lewis : Reacted to "When our Learning ..." with ❤️

11:51:01 From Maureen Flanagan : When we share with others what tools we have used in our toolbox, we may also have McGuyver moments where we use what we have in new ways. We don't let the lack of a specific tool stop us from figuring out a different way to achieve a goal.

11:51:08 From Susan Manos : Reacted to "IT peeps do this sty..." with 🙌

11:51:12 From Heather Varney : Reacted to "When we share with others what tools we have used in our toolbox, we may also have McGuyver moments where we use what we have in new ways. We don't let the lack of a specific tool stop us from figuring out a different way to achieve a goal." with ❤️

11:51:15 From Julia Remsik Larsen : Reacted to "When our Learning Creation team was experimenting with Vyond, they had an Academy Awards style showcase where we got to watch their videos and they shared what they learned with others." with ❤️

11:51:23 From Victoria Nelson : Reacted to "When we share with o..." with 🙌

11:51:23 From Cynthia Lewis : Reacted to "IT peeps do this s..." with 👍

11:51:32 From Cynthia Lewis : Reacted to "When we share with..." with 👍

11:51:40 From Julia Remsik Larsen : Reacted to "When we share with others what tools we have used in our toolbox, we may also have McGuyver moments where we use what we have in new ways. We don't let the lack of a specific tool stop us from figuring out a different

way to achieve a goal." with ❤️

11:51:51 From Parker King : I make sure, we BLOCK our calendars for our own growth. If you set aside time for learning, you are more likely to not let the day get you. I tell my participants If you block time for your dentist(teeth) Dr(body) why not for your brain? (Learning)

11:51:57 From Shannon Tipton : Reacted to "I make sure, we BLOCK our calendars for our own growth. If you set aside time for learning, you are more likely to not let the day get you. I tell my participants If you block time for your dentist(teeth) Dr(body) why not for your brain? (Learning)" with 🙌

11:52:26 From Maureen Flanagan : A couple of years ago, we had a"Prompt-a-Thon" to get employees to start using our internal Chat GPT and building up libraries of prompts to use.

11:52:29 From Doneen Childress : Reacted to "A couple of years ago, we had a"Prompt-a-Thon" to get employees to start using our internal Chat GPT and building up libraries of prompts to use." with ❤️

11:52:37 From Maureen Flanagan : Reacted to "I make sure, we BL..." with 🙌

11:52:38 From Doneen Childress : Reacted to "I make sure, we BLOCK our calendars for our own growth. If you set aside time for learning, you are more likely to not let the day get you. I tell my participants If you block time for your dentist(teeth) Dr(body) why not for your brain? (Learning)" with ❤️

11:52:50 From Shannon Tipton : Love the idea of "caught it (you)" coupons!

11:52:55 From Heather Varney : Reacted to "A couple of years ago, we had a"Prompt-a-Thon" to get employees to start using our internal Chat GPT and building up libraries of prompts to use." with ❤️

11:53:25 From Maureen Flanagan : Reacted to "In nursing, I use ..." with 👍

11:53:26 From Cynthia Lewis : Reacted to "I make sure, we BL..." with 👍

11:53:28 From Victoria Nelson : Replying to "A couple of years ag..."

Maureen, I'd love to hear more about this. We're going through an AI adoption effort right now.

11:53:35 From Maureen Flanagan : Reacted to "Praise on Teams!" with 👍

11:53:35 From Cynthia Lewis : Reacted to "I make sure, we BL..." with ❤️

11:53:37 From Cynthia Lewis : Removed a 👍 from "I make sure, we BL..."

11:53:37 From Victoria Nelson : Reacted to "A couple of years ag..." with ❤️

11:53:38 From Maureen Flanagan : Reacted to "I can see taking t..." with ❤️

11:53:41 From Maureen Flanagan : Reacted to "learning is being ..." with 👍

11:53:45 From Cynthia Lewis : Reacted to "A couple of years ..." with ❤️

11:53:53 From Cynthia Lewis : Reacted to "Love the idea of ..." with ❤️

11:53:56 From Maureen Flanagan : Reacted to "IT peeps do this s..." with 🎯

11:54:14 From Heather Varney : We had STAR or High Five award cards to recognize people randomly. Had a drawing for a gift card or similar in monthly meetings. It's nice to receive them and also post them at desk for visibility.

11:54:22 From Heather Varney : Reacted to "Love the idea of "caught it (you)" coupons!" with ❤️

11:54:23 From Michael Dalessandri : I have to run to another meeting. Thank you Shannon and everyone for today.

11:54:24 From Cynthia Lewis : Reacted to "We had STAR or Hig..." with ❤️

11:54:45 From Parker King : "Gone Fishing"

11:54:52 From Maureen Flanagan : Replying to "I make sure, we BL..."

I use purple (my favorite color) to mark development on my calendar. Learning Rebels is purple

every other Friday!

11:55:03 From Parker King : Reacted to "I use purple (my f..." with ❤️

11:55:05 From Tamaki Stiles : Replying to "A couple of years ag..."

Victoria, I'd love to hear the AI adoption effort you're going through

11:55:22 From Julia Remsik Larsen : Reacted to "I use purple (my favorite color) to mark development on my calendar. Learning Rebels is purple every other Friday!" with ❤️

11:55:23 From Cynthia Lewis : Reacted to "I use purple (my f..." with 💜

11:55:27 From Heather Varney : Reacted to "I use purple (my favorite color) to mark development on my calendar. Learning Rebels is purple every other Friday!" with 💜

11:55:53 From Heather Varney : Adults are just kids grown tall, yep.

11:56:01 From Cynthia Lewis : Reacted to "Adults are just ki..." with 😊

11:56:13 From Doneen Childress : Replying to "Adults are just kids grown tall, yep."

Exactly, I was just thinking that too!

11:56:35 From Victoria Nelson : Short version: every staff member is getting a Perplexity pro license and being encouraged to find ways to increase productivity. We have a fair number of people who are not happy about using AI.

11:57:20 From Heather Ross : Our frontline people have to wear safety vest and you better believe that they bling those out. If we have pins with our Values and give them out when we see someone really living those values, they get a pin. I have seem some heavy vests. :)

11:57:31 From Cynthia Lewis : Reacted to "Our frontline peop..." with ❤️

11:57:49 From Tamaki Stiles : Reacted to "Short version: ever..." with ❤️

11:57:50 From Heather Varney : Replying to "A couple of years ago, we had

a"Prompt-a-Thon" to get employees to start using our internal Chat GPT and building up libraries of prompts to use."

Gotta find the pain points for why and also something that would benefit the individual to solve a problem or improve an outcome without pushing it hard. No one likes to be pushed into changing.

11:58:02 From Heather Ross : Reacted to "learning is being un..." with 👍

11:58:08 From Cynthia Lewis : Reacted to "Gotta find the pai..." with 👍

11:58:41 From Tamaki Stiles : Reacted to "Gotta find the pain ..." with 👍

11:58:52 From Julia Remsik Larsen : Reacted to "Our frontline people have to wear safety vest and you better believe that they bling those out. If we have pins with our Values and give them out when we see someone really living those values, they get a pin. I have seem some heavy vests. :)" with ❤️

11:59:01 From Heather Varney : Replying to "A couple of years ago, we had a"Prompt-a-Thon" to get employees to start using our internal Chat GPT and building up libraries of prompts to use."

The "learn/use it or else..." mentality is a hard way to get buy-in for change.

11:59:09 From Barbara Nuss - Profit Soup : Bumping up against another call, so gotta run. Have a great weekend everyone!

11:59:10 From Maureen Flanagan : Replying to "Our frontline peop..."

Lots of flair. :-)

11:59:17 From Heather Varney : Reacted to "Our frontline people have to wear safety vest

and you better believe that they bling those out. If we have pins with our Values and give them out when we see someone really living those values, they get a pin. I have seen some heavy vests. :)" with ❤️

11:59:33 From Susan Manos : Thanks everyone! Have a great weekend!

11:59:40 From Stella LIndeke : Reacted to "Thanks everyone! Hav..." with 👍

11:59:41 From Shannon Tipton :

<https://learningrebelshub.podia.com/ai-tools-for-instructional-designers>

12:00:05 From Heather Varney : Reacted to

"<https://learningrebelshub.podia.com/ai-tools-for-instructional-designers>" with ❤️

12:00:56 From Heather Varney : YES!!

12:01:34 From Victoria Nelson : Thank you! Great discussion! Have a nice weekend!

12:01:49 From Connie Halvorsen : Great discussion! Thank you!