

Learning Environment Components



Resources

- Performance support
- Personal knowledge management
- RSS feeds and other filtered information feeds
- Shared documents and wiki spaces
- Online databases and knowledge management systems
- Books, articles, internet resources
- Job aids
- Podcasts, video-casts
- Briefings (communication; content delivery without activities)
- Procedure manuals and technical manuals
- Tools to support learner content sharing



People

- Peer support systems
- Social media connections (blogs, microblogs, social bookmarking, etc.)
- Group forums or discussion boards
- Expert directories
- Communities of practice
- Mentor relationships and developmental networks
- Coaching
- Professional networks (live and online), e.g. professional organizations, user groups
- Conferences and professional meetings
- Tools to support interaction



Learner Motivation and Self-Direction

Desire to learn * Belief in link between learning and performance * Confidence in ability to learn * Self-directedness



Training and Education

- Courseware and seminars, internal or external, in any delivery format
- Formal coaching after training
- On-the-job training
- Academic courses and degree programs; MOOCs (massive open online courses)
- Certificate, certification, and licensing programs
- Follow up activities and exercises designed to support learning and application (e.g. enrichment activities, reflection activities)
- Tools to support delivery of engaging learning activities



Development Practices

- Action learning programs
- Stretch assignment management
- Rotation and other experiential learning programs based in workplace activities
- After action review practices
- Supervisor support, feedback and coaching
- Communication activities to influence learning readiness and application
- Career coaching and development



Experiential Learning Practices

- Learning by doing
- Engaging in critical reflection
- Experimenting
- Collaborating
- Self-monitoring and analysis of outcomes and feedback
- Creating personal notes, job aids
- Teaching and creating resources for others