

Webinar chat with Donald H Taylor on Top L&D Trends in 2019

7 March 2019

Donald Taylor: LSG 333 - 7 March 2019

Donald Taylor: Welcome to this Learning and Skills Group webinar. I'm Donald H Taylor, your host, chairman of the Learning and Skills Group.

Donald Taylor: We'll be starting at 10: 00 UK time

Donald Taylor: The recording, slides, and web chat will be available afterwards at:

www.learningandskillsgroup.com

Donald Taylor: Our Twitter hashtag is #LSGWebinar

Donald Taylor: The Adobe Connect platform is provided by our production partner Dreamtek, <http://www.dreamtek.tv>

Donald Taylor: Our speaker today is: me!

Donald Taylor: While you're waiting, feel free to download the full report of my L&D Global Sentiment Survey 2019 from <http://donaldhtaylor.co.uk/survey-download>

Chris: hello everyone

Darryl Mowbray: good morning

Lyn Ross: Morning all

James Booth: Good morning from a bright and sunny Kent where it is 11deg

Sofie Martin: Good morning :)

Bill: Morning everyone.

Mary: Good morning from Ealing, West London

Kevin: Good morning from Medway, kent

Ryan: Morning everyone

Rob (Pendragon PLC) UK: Hi

Karen Ver: Morning all

Vicki T: Morning from Abingdon, Oxfordshire

Neha: Good morning to all

Harri: Morning from Burton on Trent

Lyn Ross: Blowing a hoolie in Slaithwaite. Very wet!

Rob (Pendragon PLC) UK: Mansfield, Nottingham (dull n cloudy) : -(

Laura: Stirling in Scotland....very rainy

Sinéad Woods: Sinead, Dublin! 7 degrees and rain!!

Ryan: Morning from Cheshire- a little bit grey and drizzly here I'm afraid.

Gary Turner: Overcast and breezy here at Covent Garden - London

Katie Laing 2: The Royal Military Academy Sandhurst - bright and breezy!

Darryl Mowbray: Midlands, very grey at the moment

@AndrewJacobsLD: Hello everyone. Rather chilly on the motorbike this morning into Canary wharf.

Bill: Cheshire, sorry raining and dull !

Chris: In Beijing - beautiful clear and warm day

Simon and Rob: Grey, Mansfield...but then again it's always grey here

Vicki T: Sunny but windy

Chris 2: It was lovely and sunny and just clouded over as you asked here in Wiltshire.

Amanda: Good Morning, in Barnard Castle County Durham - overcast and a little dark!

Fiona Stewart: Glasgow and it's raining 'cats and dogs'

Jules Lindley: Morning everyone from Manchester - raining as usual

Zoe: Hi, I am in Canterbury, Kent and the weather is sunny with a crisp breeze.
Karen Ver: I'm in Wimbledon and my desk is next to full length windows and its really sunny. Watching lots of kids in fancy dress this morning for world book day.
Gary Turner: Love that news!!
Michelle: Morning from somewhere near Silverstone - a bit cloudy today
Janine K.: Helll from Stuttgart, here is spring already!
Jo Cook: Hi all
@AndrewJacobsLD: Vroom vroom...
Jacqui Hand: Hi its very windy and fresh in Epping
Jo Cook: @Andrew lol
Margaret Burnside: Morning - Margaret from Sunny Norfolk ...
Jo Cook: Greyish in Surrey, but fresh : D
Jerry: Jerry in London - sun streaming through the window
Tracy: Overcast in Nottingham
Imogen: Miserable in Nottingham
Condy: Sunny in Cardiff
Kirstie Greany - Elucidat: Morning from the Sussex countryside - watching the trees blow about!
Martin vd Berg: Morning from Amsterdam, cloudy / sunny
Chris: My turn to do book day tomorrow - we're having a book week
Isabel: lovely and sunny in Truro, Cornwall!
Katie Campbell: Bright and sunny in Bristol - morning everyone
Marco: Sunny in Beijing
Jo Cook: Three!? We are spoiled
Jo Cook: Hey Marco
Frank Calberg: Hello everyone, a bit cloudy and rainy in Zürich today. Excellent weather to particpate at a webinar.
Gavin Hooper: Bristol is bright and breezy...
Marco: Hey Ccccoookkiiieeeee
Jo Cook: lol
Tom: wet and horrible in the north east
Marco: 6pm just!
Chris: Hello marco - also in Beijing!
Terry: Cold and Wet in the West of Ireland!
Marco: Chris! exactly Don
Francisco: Sunny in Coimbra - Portugal
Gaelle Watson: Good morning everyone from cloudy Surrey
Con: Good evening all from Melbourne Australia - excited for this one...
Jessy: Hello form sunny Essex ..nice and bright here:)
Donald Taylor: Dial in details: UK: +44 20 8934 7640 Pin: 2746920#
Donald Taylor: For a global list of dial-in numbers: <http://bit.ly/LSGdial> Pin: 2746920#
Stuart Rattray: Central Scotland, its rain-maggedon!
Con: Sumer continues in OZ - looking at 30 degrees on Saturday
Shaun kinghorn: Sunderland England cloudy and cooling
Asif: Good Morning, Asif from India
Stu: Hi from sunny Eastbourne : -)
Monica 2: Hello everyone
AlanB: Glasgow, cloudy
Kelly(UK Coaching): quite jealous con- 8 degrees in Leeds, UK
Gill Young: Good Morning from Stevenage, UK
amy: Hello from not so sunny Harrogate

Jo Cook: **** DON RECORD ****
Alex Prodromou: Always sunny in North London!
Niamh Williams: Hello everyone from a cloudy Mayo (west of Ireland)
Jo Cook: : D
Jo Cook: Don is the master, doesn't need me!
Nigel Gifford: Hello from Sunny Cambridge :)
Jo Cook: Hi Gaelle and Con
Con: Hi Jo - lovely to see you here
Jo Cook: @Con you too, congrats on your presentation feedback
Frank Calberg: Great title page, Donald. Nice design and clear text.
Jo Cook: Don wrote a column in the latest Training Journal magazine, if you are a subscriber you'll be able to read it
Suzanne Braid: Cold and Wet in Edinburgh too : (
Jo Cook: www.trainingjournal.com
Gaelle Watson: Hi @Jo Cook : -)
Manmeet: Hi everybody, sunny and warm in Pune, India
Margaret Burnside: great London pic!
Con: One day I will visit London....
Jo Cook: Hi Margaret : D
Con: Greece? WOW
Frank Calberg: That's awesome: People from 92 countries.
Rob (Pendragon PLC) UK: Video
Kevin: Micro learning
Kirstie Greany - Elucidat: eager beavers!
Janine K.: Action learning
Janine K.: learner centricity
Dave Pearson: communication through use of semaphore....loving it!
Janine K.: personalized learning
Margaret Burnside: Hi Jo!
Imogen: Personalisation
Michelle Parry-Slater: Love that Don asks a group of L&Ders not to shrea yet, and we are all sharing. What are we like?!! Tee hee
Janine K.: peer learning
Imogen: Mobile accessible
Rachel Teasdale: morning Con
Jo Cook: @MIPS lol
Janine K.: data
Margaret Burnside: That's us Michelle ... ðŸ˜„
Con: Hey Rachel - how are you?
AlanB: not listening skills then ;-)
Rachel Teasdale: Good thanks - nice to see your name - how are you?
Jo Cook: @Alan Sorry what, I wasn't listening.... haha.
AlanB: : -)
Con: Its all about our Gut Feel Don
Gary Turner: GO GO GO!!!
amy: social learning
Laura: microlearning
Simon and Rob: video
Angela Cockroft: self led learning
Darryl Mowbray: Mobile learning
Simon and Rob: video

Natalie Ann Holborow: Curation and data driven learning
Manmeet: learning chatbots/AI
Con: MOOCS (HA HA HA)
Simon and Rob: quick videos
Niamh Williams: AI and data-driven learning
Gill: collaborative and social learning
Bill: mobile learning
Jo Cook: Video
Harri: performance support materials and customisable journeys
Ryan: Learner Generated Content
Sofie Martin: AI and chatbot
Simon and Rob: short videos
Janine K.: dialogue formats
Estela - Santander: No budget! - Curation
Janine K.: mentoring
Chris 2: Mobile delivery, social learning
Suzanne Braid: Neuroscience and Learning
Michelle Parry-Slater: Data driven, evidence based learning decisions
Janine K.: coaching
Bill: video
Gaelle Watson: Collaborative learning (again)
Kirstie Greany - Elucidat: Collaborative & Social Learning
Clive Barber: uidget cuts and redundancies
Alex Prodromou: Analytics
Dave Pearson: video
Iris van den Burg: personalisation and AI
Jo Cook: Authentic videos - not too posh
Gary Turner: AI
Sue: Micro learning
Peter Sheppard: AI, Chatbots & VR
Martin vd Berg: analytics
Amanda: data analytics so we can link back to business problems
Kirstie Greany - Elucidat: Learning Analytics
@AndrewJacobsLD: biased sample of users but more likely to be influential users
perhaps? Might be a sma
Condy: Point of need learning
Jerry: Personalisation
Jo Cook: Webinars (but I'm biased)
Jessy: Caoching and video
Janine K.: nudging
Simon Vinton: Working out loud
Chris 2: Blended learning
Mary: AI and Data Analytics
Rachael: Self Directed Learning
Con: Serioulsy - Learning Analytics
Mahdi AlHoori: Digitlization
@AndrewJacobsLD: Podcasts
Dave Pearson: bite-sized
Michelle Parry-Slater: @Jo I hope so at Girlguiding!
Marjaana: learning analytics
Rachel Teasdale: how do i get sound

Marjaana: microlearning
Janine K.: Working Out Loud I think, too
Jo Cook: @MIPS Yes!
Fiona Stewart: collab learning
Jo Cook: researched-based practice
Francisco: Surprise - Blockchain is not here !!
Gary Turner: Social Learning
Shaun kinghorn: rapid deployment
Mike L: Curation, Showing Value, Micro Learning
Clive Barber: What is cheapest? Budget cuts
Kelly(UK Coaching): AR
Con: LXPs
Tom: microlearning/videos
Rachael: is this peoples wishlist or what they are actually evidencing?
chris 4: cost effective
Gaelle Watson: Excuse my ignorance but what is blockchain?
AlanB: user generated content
Frank Calberg: Creating value. Inspiring curiosity. Asking good questions. Working across companies / industries. Analytics.
Rachael: okay thanks
Rob (Pendragon PLC) UK: Short, to the point video
chris 4: fast turnaround
Janine K.: I have two years of experience with working out loud and collaboration with John Stepper
James Booth: brexit compliance training
Niamh Williams: : o) James Booth!
Kirstie Greany - Elucidat: @james Booth - sigh! Probably!
Margaret Burnside: surprised not see more on Developing L&D given our involvement in this webinar ...
Iris van den Burg: interesting to see I named the top 2 : -)
Francisco: Blockchain = essential to introduce trust and reputation in global credentialing and much more use cases applied to training
Michelle 2: I'm shocked that Learning Analytics is new, when it's been around in online learning in Higher Education for years and had assumed it would have translated across to L&D.
Gary Turner: Surprised video is that low down
Mike L: Can't believe that 9, 10, 15 are less 'hot'.
Jo Cook: @Gary I think so many people are uncomfortable with it
Gaelle Watson: Thanks @Francisco
Michelle 2: thanks for comment : -)
Michelle Parry-Slater: @Margaret L&D are like the cobblers children!
Kirstie Greany - Elucidat: Learning Analytics was huge theme at LT 2019 this year
Con: Don - where are the MOOCs gone altogether..
Chris 2: Short bitesize videos are great, longer ones not so much.
Con: OK
Gary Turner: Uncomfortable from the learners point of view? or from a business point of view investing in it?
Simon and Rob: ahhh but where we work
Chris 2: Video can be expensive.
Jo Cook: @Gary I think from the people making them. Could be the senior decision makers and others too.

Margaret Burnside: so true Michelle but we are learning and developing all the time - just don't recognise it!

Con: @Kirstie - I attended three conferences in 7 days in Australia in three different cities and Learning Analytics was a hot topic

Dave Pearson: I wonder if L&D have the skills for data-driven learning

Gary Turner: @Jo Cook - Interesting. I would agree with that I think

Michelle 2: Learning Analytics has been heavily influenced from MOOCs

Con: @Dave - good point - the biggest gap in skills is Learning Analytics

Michelle Parry-Slater: @Margaret yes indeed

Kirstie Greany - Elucidat: Interesting Con. Key question is who's using it, to effect!

Jessy: Hi, will we get a copy of the slides?

Simon and Rob: videos aren't expensive, you need me!

Chris: Everybody is talking about analytics in China now...

Jessy: Thank you

Margaret Burnside: please we'll get the chat, can't keep up!

Mike L: Don - how come?

Con: We need to distinguish Mobile Delivery from m-learning

Iris van den Burg: I find curation drop surprising

@AndrewJacobsLD: 9 is a real concern.

Marjaana: surprising that curation has dropped

Jo Cook: Just because these are less "hot" doesn't mean less important, but we can only focus on so many things, with one choice.

Chris: I guess things are becoming 'normal'

AlanB: Curation was something we felt we had to do in L&D but really curation happens without us

Dave Pearson: Doesn't fit if data-driven is at the top. Data driven is about showing value and being close to business!

Michelle 2: Ideally I wouldn't want to see mobile learning and instead it be multiplatform online / offline learning as standard

Amanda: if we complete the Data analytics then we will in essence be looking at no.9 that's why it may have declined

Chris 2: @simon and rob - depends on how quickly we need it especially as video production resource is limited at the moment

Chris: Yes, part of business as usual

@AndrewJacobsLD: @Alan Agreed, but can we help it happen?

AlanB: do we need to?

Niamh Williams: Curation maybe most useful for exploratory learning. The focus seems to be moving to data-dictated learning.

Chris: laptops not 'hot' now but most people have one

Manmeet: does this mean learning professionals start learning python ?

Margaret Burnside: like the laptop analogy @Chris

Alyson: will you be explaining a bit more about adaptive delivery?

Simon and Rob: iphone with imovie @chris2 or any phone

Mike L: @Chris missing the point. L&D people should always be seeing consulting and value as hot, surely?

Alyson: Many thanks!

James Booth: @chris - but that makes it not hot as no.9 will be getting new ones now..?

Chris: 'hot' as in new and sexy rather than important

Con: Micro learning was a fad

@AndrewJacobsLD: @Alan Using our position to see where we can help connect teams

and functions perhaps?

Harri: i think people saw micro learning as a "fix-all" rather than applying it to the right sort of activity

Frank Calberg: How do you define "micro learning?"

Clive Barber: Aren't video, adaptive etc forms of micro learning?

Amanda: lots of organisations have probably introduced micro learning and its now the norm - new ways of working like AI and analytics now seen to improve orgs

Kirstie Greany - Elucidat: I think with microlearning, the use of the term was used xMillion time more than talk about effective solutions that may be 'micro'

Dave Pearson: either "fades away" or has had impact that has led to related "new" hot topics like more use of short video etc

Con: When I said micro learning is a fad I meant that people realised and understood micro learning a lot more and thus it was no longer a shining new toy

Tom: isn't part of the issue the lack of understanding as to what microlearning is? or that there's so many names banded around - micro, video, bite-size etc

AlanB: @andrew agree we can but I am probably driven by the view that the biz itself sometimes wants to control? I think we don't have to get hung up and let it happen but yes perhaps with some guidance and influence

James Booth: Perhaps AI is something we all feel we need to know more about, rather than implement..

Marco: IMHO Micro Learning has been around as long as I have been in e-learning 18+ years its just we did not call it that back then and then when we realised we were doing it as an industry we then gave it various names over the years

Peter Sheppard: Interesting to understand what people were thinking of in AI, eg AI in design, in learning experience platforms. Some very different applications of AI

Con: @marco - that what i am talking about...

James Booth: @marco - I agree

Kirstie Greany - Elucidat: Like a necessity over being 'hot' @Don?

Kelly(UK Coaching): business as usual

Con: Is Personalisation dropping as we see learning experience going up

Gavin Hooper: Following on from US sneezing and ROW catching the cold. interesting you are not using 'personalisation' with an 's'!

Frank Calberg: Good point that AI is a way of making personalization happen.

Con: Don is there a distinction between Mobile Delivery and m-learning

Jo Cook: I'd also look at the data of worldwide regions voting

Jo Cook: Ah Don's already there, obviously!

Gaelle Watson: Sorry have to shoot. Will watch the recording. Great session! thanks Don

Jo Cook: Bye Gaelle

Iris van den Burg: I think people are learning how to make the best of the technology. early mobile solutions were quite bad

Michelle Parry-Slater: @Iris indeed!

Rachael: Agree Iris

Terry: Phones got bigger and better

Kelly(UK Coaching): AI is how we make most of our business decisions, we also made a shift to marry research and learning into the same team, of which produces an almost perfect love child each time! we definitely benefitted from this shift and has made us much more ahead of the curve across our sector

Simon and Rob: a microwave was very exciting in the 80's(hot) but now it is just the norm...so mobile learning, micro and whatnot are just acceptable ways of learning

Jo Cook: @Simon and Rob, great point

Alex Prodromou: It will be interesting to see where mobile sits once we have 5G

Niamh Williams: Also, AI-driven micro-solutions are often now delivered by apps, so maybe mobile is benefiting from that.

Mike L: Looks like a Jira burndown chart...and I still don't understand those.

AlanB: which one is the district line?

Peter Sheppard: @Alex, you make a good point. How hot something is related to ability to have the capability to deliver

Con: People get excited after Xmas :)

Rachael: lol

James Booth: VERY interesting

Jo Cook: Wider reach of people

Kirstie Greany - Elucidat: So those who are more self-driven on social to vote are more forward thinking??

Michelle Parry-Slater: This proves the values of marketing - we need to get better at internally marketing our learning offers - but that isn't hot!

Jo Cook: @MIPS Nice yes

Marjaana: that's an interesting analysis!

Con: Not everyone does social media but everyone does email

Karen Ver: I agree MIPS

Jo Cook: @Con Yes!

Ryan: Poses an interesting question about whether the effective marketing of L&D should be on this list.

Michelle Parry-Slater: Soooo interesting - it is like where we think we are whereas where we actually are

Jo Cook: Can you pull out social versus mail shot click throughs in the data?

Michelle Parry-Slater: The Twitterati vs Email users

Jo Cook: ok

Tom: Love the twitterati! :)

Lewis John (Kineo): Could be age related as well as in styles of communication to which people respond

James Booth: do we all know which group we are in?

Margaret Burnside: curious about that @Lewis John?

Con: @James - I do - do you?

Margaret Burnside: @James, I do ...

chris 4: wide group probable more pragmatic in regards to cost of solutions

James Booth: (it might be an interesting 'poll' for this session at the end)

Michelle Parry-Slater: @Lewis would be interesting data correlation, but it doesn't often ring true. More likely that those in corporates use email more than Twitter, whereas consultants and gig L&Ders are more likely Twitter than email - but that hypothesis is not more proven than yours.

James Booth: : -)

Rachael: wide group more about consistent, less about trends

Michelle Parry-Slater: @Rachael - more real world

Kirstie Greany - Elucidat: Did you do similar approach in previous years @Don - social targeting and then email drops? Are they like for like comparisons?

Lewis John (Kineo): @Michelle - true and for sure there's no direct correlation but I wondered if there's a connection

Marjaana: that's a great term: gig L&Der :)

Margaret Burnside: is this because many more voters @Don?

Jo Cook: @Kirstie Great question!

Rachael: yes @mps

Jo Cook: But in future years he can!

Harri: sorry - dumb question - who were the respondents? were they learning professionals inside organisations, learning consultancy folk or learners for example?

Kirstie Greany - Elucidat: No probs! Just getting nerdy

Jo Cook: @Harri Great question

Leif: was games out of 2018 like below or not part of it?

Michelle Parry-Slater: @Margaret - really good point re numbers of respondents

Viv: Is the message more about: use the L&D echo chamber to generate innovation AND spend time with learners and business stakeholders to enhance performance?

Alex Prodromou: showing value dropped? but data analytics grow?

Kirstie Greany - Elucidat: @Viv good point on echo chamber in Inside group

Margaret Burnside: interesting @Viv - makes sense ...

Con: It saddens me to see Consulting going down...Are we moving back to being Order Takers?

Lewis John (Kineo): Looked like a much bigger 'pool' for the wide group (x3 as big as the early responders)

James Booth: @Viv - echo chambers exist more in 'social channels' rather than email respondents

Mike L: That's what worrying to me; seems we are distracted by tech.

Michelle Parry-Slater: @Con I think it is that the wide group are just BAU, working in the real world. It is a much slower pace of change.

Ryan: That is concerning in the sense that people perceive the technology itself as the answer rather than part of the solution

Chris: It would be interesting to know how experienced they are. would people who've been around a while have different opinions to new people

Imogen: I think that the rise in data analytics means less consultation with the business - as responding to 'fact' and trends rather than businesses viewpoint?

AlanB: perhaps not distracted by tech but aware that we cannot escape it

Michael: COuld it be that the left side are providers and the right are consumers/clients?

Con: @imogen - WOW I hope not - once you lose contact with business you may as well shut up shop

Frank Calberg: Great input regarding technology vs. methodology.

James Booth: Learning Tech is now normal and driving force (enabler) of L&D innovation

Chris: Same with the level of L&D training and qualifications

Amanda: Data analytics is creating the conversations with the business and can help make a difference as can show the value making a difference

Francisco: Gig L&Ders acting inside different Training Blockchain Networks ? ... maybe !

Imogen: @Con I agree- but i wonder if that's what's impacting the results and it may change when it's realised that you can't just operate with data in a silo

Karen Ver: Maybe people also felt they had to put something that was deemed more 'sexy' rather than BAU

James Booth: flavour of technology implementation / adoption has always been regional

Niamh Williams: But data-driven learning should be focused on delivering the most essential learning i.e. delivering against strategic objectives.

Con: @Imogen agree

Frank Calberg: @Karen, what does BAU mean?

James Booth: perhaps learning analytics will normalise the technology adoption over time?

Karen Ver: Business as usual

Iris van den Burg: really interesting - my audience/L&D colleagues are spread globally

Frank Calberg: thanks.

Con: Data is all part of the story you deliver to the business - it's getting more important but you still need the human aspect captured in the story

Leif: is micro not also a part of adaptive learning?

Dave Pearson: India etc very much more using mobile technology than US/UK that use desk-based technology more - is my impression

Magda: How can you compare Learning Analytics with Micro learning, for example? Learning analytics is something that can and should be on the basis of learning methodologies.

Con: The UK / USA sneezes - Australia will catch the cold

James Booth: India adopts and uses smartphones rather than laptops / desktops - the mobile industry called this leapfrogging.

Simon and Rob: really?

Bill: More focus on ROI data for L&D now.

Margaret Burnside: @Con - I'm not sure I find they can be ahead in Aus and NZ ...

Laura: agreed Bill

Con: I heard a Deloitte consultant from the UK recently say that in respect to HR Transformation, Australia is 10 years behind the UK

James Booth: @Con - interesting as Aus was a leading light in 'distance learning' - a forerunner to eLearning

Leif: sounds like a great idea A & B testing

@AndrewJacobsLD: @Don Truth.

Margaret Burnside: skills challenge is a big issue ...

Mike L 2: ...which is why value and consulting are so critical.

Tom: great point Don!

Leif: do we know any important workds to get poeple to start any learning session?

@AndrewJacobsLD: is where the broker role of L&D is important skill to learn. This

Leif: do we have any R&D?

AlanB: my own view is that we have to move away from role profiles and focus on skills profiles, deploying as and when required

Frank Calberg: @James, with innovation in mobile devices, it seems to be that laptops and smartphones merging to a certain extent. Examples: Laptops becoming smaller, smartphones having large, more flexible screens. Possibility to use laptops as tablets. Your thoughts?

James Booth: the onion ring model is similar to how IT departments evolved

James Booth: @Frank - Microsoft Surface is what you describe...

Michelle Parry-Slater: @James L&D can learn so much for looking outside of ourselves - marketing, IT, operations....

@AndrewJacobsLD: @Michelle Exactly, bringing specialist knowledge in when needed.

Leif: Great insioghts Thanks a 1000 from ACTEE Team Denmark. enjoy the rest of the day.
Leif

Gavin Hooper: Many thanks to The Don!

James Booth: @Frank - leapfrogging is also about 'cost'. In india a smartphone is not usually bundled with carrier minutes - you but the device. laptop cost vs smartphone is the key decision driver, as cant afford both

Jo Cook: Nah Don, we are at teh top looking at what's coming : D

Kirstie Greany - Elucidat: Thanks Don!

Kevin: Thank you everyone; have a great day

AlanB: fascinating insights, thanks

Paul 2: Don the more i hear the more i think we need to speak the same language. It seems 'personilastion' might actually mean different things to different groups.

Viv: thanks all

Alex Prodromou: Excellent insight Don!

Jo Cook: lol

Michelle Parry-Slater: This is working out loud!
Kirstie Greany - Elucidat: Nothing like working live @Don! ;)
Mark Melia: Original Jo - that was your moment!
James Booth: I find this subject fascinating
Karim: Thanks Don for the presentation. Have a good day everyone
David Granberg: Copy and paste link <http://www.donaldhtaylor.co.uk/report19>
Donald Taylor: To download the full report: <http://donaldhtaylor.co.uk/survey-download>
Michelle Parry-Slater: I predict more insiders here
Gary Turner: 70-30 Insiders
Chris: No 'a bit of both' option...
James Booth: I dont know what the result might be, which is what prompted the question in my head
Vicki T: i think widers
Jo Cook: I should have done another poll!
James Booth: : -)
Dave Pearson: Interesting to see the data but would love it more if it was clear what attributes make up the respondents, what hypothesis is being tested etc....i.e. more robust data driven methodology behind it
Rachael: theres no submit button on my vote
Darryl Mowbray: This depends a lot on your organisation
Kim Bauly: I'm a little confused as what they both mean! : (
@AndrewJacobsLD: I his group is self selected by. Will be insiders
Michelle Parry-Slater: Wow! Good job I didn't have a fiver on that.
Con: What I would like to see how these results correate with the ATD State of Indstry report, LinkedIn Learning Reports and other similar reports
@AndrewJacobsLD: wow
Frank Calberg: @James, thanks.
Kevin: amazed
James Booth: wow, very close. I think this explains why these webinars are so interesting, a great mix of people
Michelle Parry-Slater: Totally!! The widers are doing the work!
Manmeet: thanks Don
Kirstie Greany - Elucidat: That's why online surveys are good - quiet people can speak!
Niamh Williams: The wide group may be a more measured group!
Frank Calberg: Question: What are some great examples of how you use AI?
James Booth: always a great presentation - but the intereptation of the data was most interesting part
Michelle Parry-Slater: @Kirstie same for webinars - gives a voice to all people
Donald Taylor: The slides, recording and chat will be available from Monday at www.learningandskillsgroup.com
Mary: Thank you very much Don
Mary: Have a good day everyone
Con: Filtered.com
Frank Calberg: Thanks.
Kirstie Greany - Elucidat: Link to the Capability Map of 25 skills Don mentioned <https://www.thelpi.org/resources/capability-map/>
Margaret Burnside: Thank you, fascinating discussion and sharing ...
James Booth: ? What is Adaptive Learning in real terms? I dont think I've ever used it
Mike L 2: What is the main impact of the findings on how we shoud engage with our clients and employers?
Lewis John (Kineo): Is Automatic Collaborative Filtering (like Amazon recommendations)

really AI?

Chris: I've seen videos of VR and AI working together so people interact with an avatar that is a chatbot on VR

Kevin: For AR, we use posters with QR codes or via HR Reveal that when you use your smart device plays a video or animation

Alyson: Clever stuff!

Kirstie Greany - Elucidat: Adaptive - depending on what I've chosen, or how I've performed - I get something different from next person

Clive Barber: Thanks for this. Gotta go...

Karen Ver: Thanks Don. Have a great day everyone

James Booth: @Kirstie - is that more than conditional branching in eLearning?

Katie Campbell: thanks for this - really fascinating :)

Kirstie Greany - Elucidat: yes @James Booth - although that's a basic level of it

Lewis John (Kineo): Very good presentation, thank you

Suzanne Braid: Thanks Don very interesting :)

Peter Sheppard: Don, will you consider expanding the survey at any point to ask "what is currently important to you"?

Gergana: I was late and really sorry to miss that session - do you plan one more?

Rory: Rory Lawson - Kineo. Thanks Don

Jo Cook: @Gergana - The slides, recording and chat will be available from Monday at www.learningandskillsgroup.com

Gergana: Oh, than's great! Thank you :)

Dave Pearson: thanks Don. do think L&D need awareness of basics of analytics - create hypotheses first, test, observe, adjust, re-evaluate etc

Con: Don - Have you ever correlated these results with the ATD State of Industry report or otehr simailr reports.

Peter Sheppard: That will be great!

Con: Great...

James Booth: @Don - this was an awesome session, THANK YOU

Frank Calberg: What are the best ways you know to personalize learning?

Kirstie Greany - Elucidat: Start with finding out about your users and really getting under their skin - their needs, their context etc.

Margaret Burnside: @Frank - coaching!

Alex Prodromou: Now that would be AI!

Frank Calberg: thanks.

Lewis John (Kineo): @Kirstie sounds like user centred design :)

Frank Calberg: @Kirstie, what do you do to find out what needs people have?

Con: Kirstie - yep - Its all bout them not you!

Kirstie Greany - Elucidat: Yes Lewis! We call it People Centred Learning :)

Donald Taylor: To download the full report: <http://donaldhtaylor.co.uk/survey-download>

Dave Pearson: @Kirstie - agree. But HR often wants to centralize the training function. I believe federated model works better, especially in large orgs

Vicki T: Thanks very much for a thought provoking session

Alex Prodromou: Thanks Don

Sara Diaz: Thanks, really interesting session

Niamh Williams: Thanks so much for the session @Don. Really useful.

Kirstie Greany - Elucidat: Frank - drop me a line on Twitter and I can help!

Kim Bauly: Thank you very much Don :) Have a nice day. Will pop in again at 4 o'clock!

Marjaana: thanks a lot, lots of useful insights and discussion

Michelle Parry-Slater: @Don thank you so much for both running the survey, and analysing the results for us all

nlonergan: great session thxs!

Tess Robinson: Fab - thanks Don

Jessy: Thank you Don, have a great day all !

Francisco: Thanks ... have a good day

Suzanne Braid: Thanks again Don

Rob (Pendragon PLC) UK: Thnx ;-)

Dave Pearson: brilliant as ever...thanks Don

Con: Always look forward to these survey results Do - it is a highlight of the LSG Webinar year

Rachael: Thanks Don and Jo

Sue: Thank you Don

Michelle 2: thanks v much, M

Mark Melia: Thanks Don!

Janine K.: Thanks a lot!

@AndrewJacobsLD: The real Din Taylor on Twitter?

Peter Sheppard: thanks Don, good session.

Myles: Thank you!!!!

Lewis John (Kineo): Bye

Kirstie Greany - Elucidat: Good luck!

James Booth: bye all

Con: A@andrew HAHAHA

Jo Cook: : D

Dominika: Thanks Jo!

Michelle Parry-Slater: Yes indeed!

James Booth: thank you Jo

Gergana: Thank you!!!!

Donald Taylor: Andrew J - I sidestepped that nicely I'm sure you'll agree

Jo Cook: My pleasure Don : D

Donald Taylor: Thank you Jo Cook for being such a great stand in host!

Donald Taylor: And thank you everyone for participating and sharing!