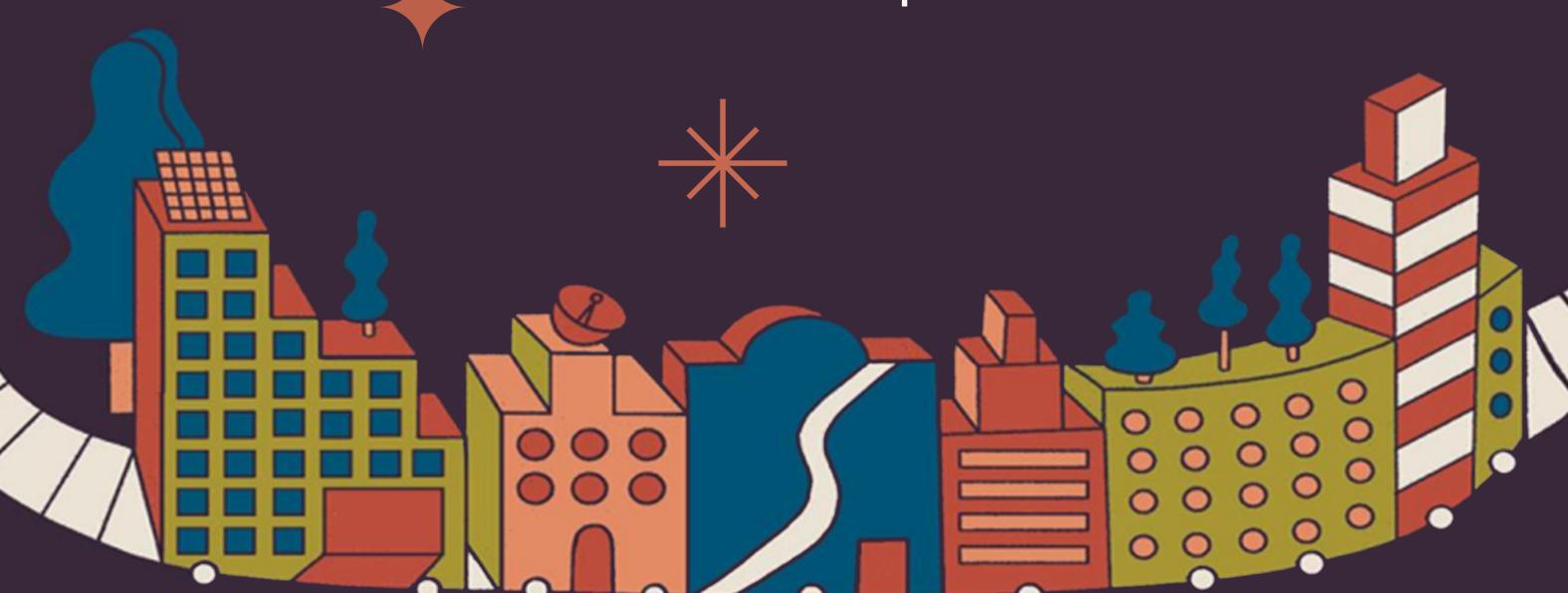
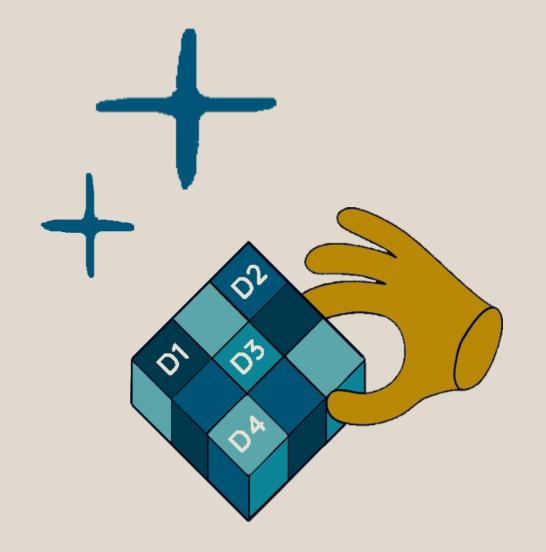
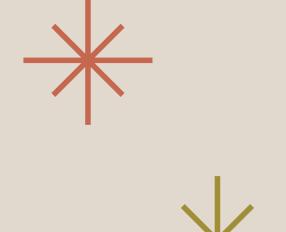


Future Minds Circular X&A Playbook

Continuous Learning Strategies for the Modern Workplace









Modern Zearning



Learning can take place everywhere across the organization.

The Modern Learning model ecompases all the ways individuals learn in the workplace. Using this approach, we can identify where and how learning takes place across an organization. This model differentiates the types of learning into four segments, better known as the Four Ds of Learning:



- Didatics: Formal learning
- Discovery: Informal learning
- Disclosure: Social learning
- Doing: Experiential learning



MODERN WORKPLACE LEARNING

DIDACTICSFORMAL LEARNING

-Formal training
-Classroom teaching
-E-learning
Online Courses

DOINGEXPERIENTIAL LEARNING

-Daily job activities -Company resources -Mentors & coaches -Managers

DISCOVERY INFORMAL LEARNING

-Independent research
-Searching the web
-Articles, videos,
podcasts
-Blog posts
-News feeds

DISCOURSESOCIAL LEARNING

-Interacting with other -Professional networks -Conferences & events -Team members & colleagues

Figure 5. 4Ds Learning model diagram