

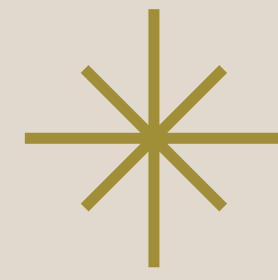
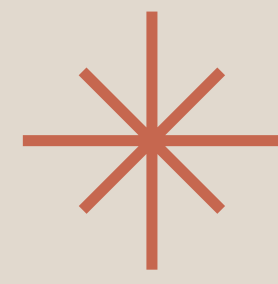
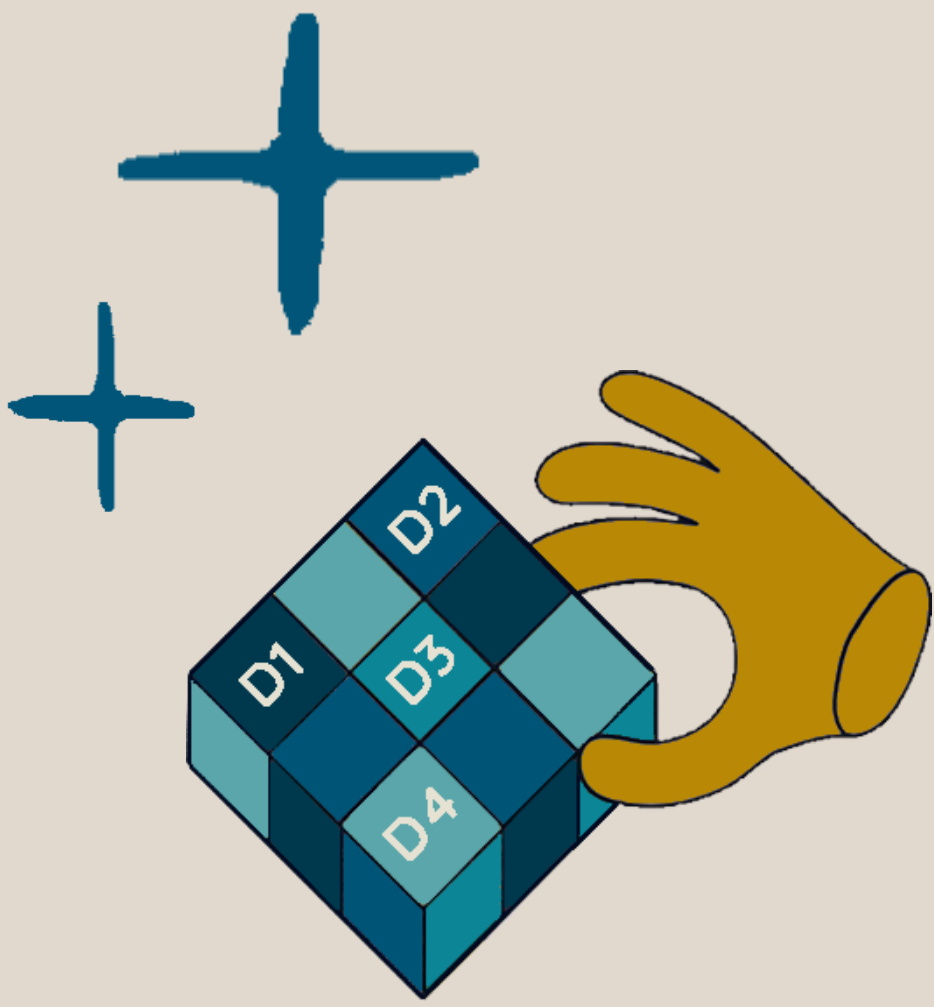
Marissa Oswald - Michelle Gross - Kai Vorasiwa - Rozela Franco

# *Future Minds*

## *Circular L&D Playbook*

Continuous Learning Strategies for the  
Modern Workplace





# Modern Learning



Learning can take place everywhere across the organization.

The Modern Learning model encompasses 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:



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



Figure 5. 4Ds Learning model diagram