DROP It Like its Hot:
Letting Down Your Guard to Foster True On-the-Job-Learning

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Pariveda Solution’s Mission

DEVELOP EACH PERSON TO THEIR FULLEST POTENTIAL

LEARN  COACH  GIVE
THE PRESSURE IS REAL

SO WHAT CAN WE DO?

Talent Shortage
Pressure Time
Apathy Overwhelmed Recruitment
Rising Attrition Disengaged Employees
Visibility

Budgets Change Quality
More with Less
Generational Differences Leadership
Efficiency
Strategic Initiatives
WHERE DO WE LEARN

10% CLASSROOM

10%
20%
70%
WHERE DO WE LEARN

20% FROM OTHERS
WHERE DO WE LEARN

70% BY YOURSELF
ON THE JOB LEARNING?

WHAT’S OUR OBJECTIVE FOR ON THE JOB LEARNING?
WHAT IS OUR ROLE IN ON THE JOB LEARNING?
“The role of Deliberate Practice in the Acquisition of Expert Performance: The difference between expert performers and normal adults are not immutable, that is, due to genetically prescribed talent. Instead these differences reflect a life-long period of deliberate effort to improve performance.”
DROP: Deliberate Reflective Ongoing Practice

SCIENCE: NEUROSCIENCE OF HOW WE BUILD HABITS AND DEEPEN LEARNING

ART: STAYING ON THE LEARNING EDGE
OF TEN WE MISS LEARNING EDGE

Adapted from *The Psychology of Optimal Experience* by Mihaly Csikszentmihalyi
DROP is characterized by...
Intention, attention, action, repetition, observation, reflection, evaluation and experimentation
Goal: Bring recommendations, not just problems
DROP: Research & Recommend
Practice:
1. Research the root cause of problem
2. Brainstorm ALL possible solutions
3. Conduct quick pros/cons
4. Pick top 3 & why
Supported by the organization's cultural behaviors, the following elements are crucial:

- Growth Mindset
- Feedback
- Role Modeling
- Safe Place
- OK to Fail
We hire growth mindset

Feedback is requested, not avoided

Leaders are willing to role model

Employees feel this is a safe environment to learn

Failure is hard but not bad

UNLIKELY

LIKELY
IN SUMMARY

- Recognize L&Ds role in on-the-job learning
- Get real about behaviors that get in the way & be willing to talk about them
- Get leadership engaged in the conversation about a culture of learning
REACH OUT TO
LORI DIPPREY
TO CONTINUE THE CONVERSATION ABOUT INNOVATION IN LEARNING

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