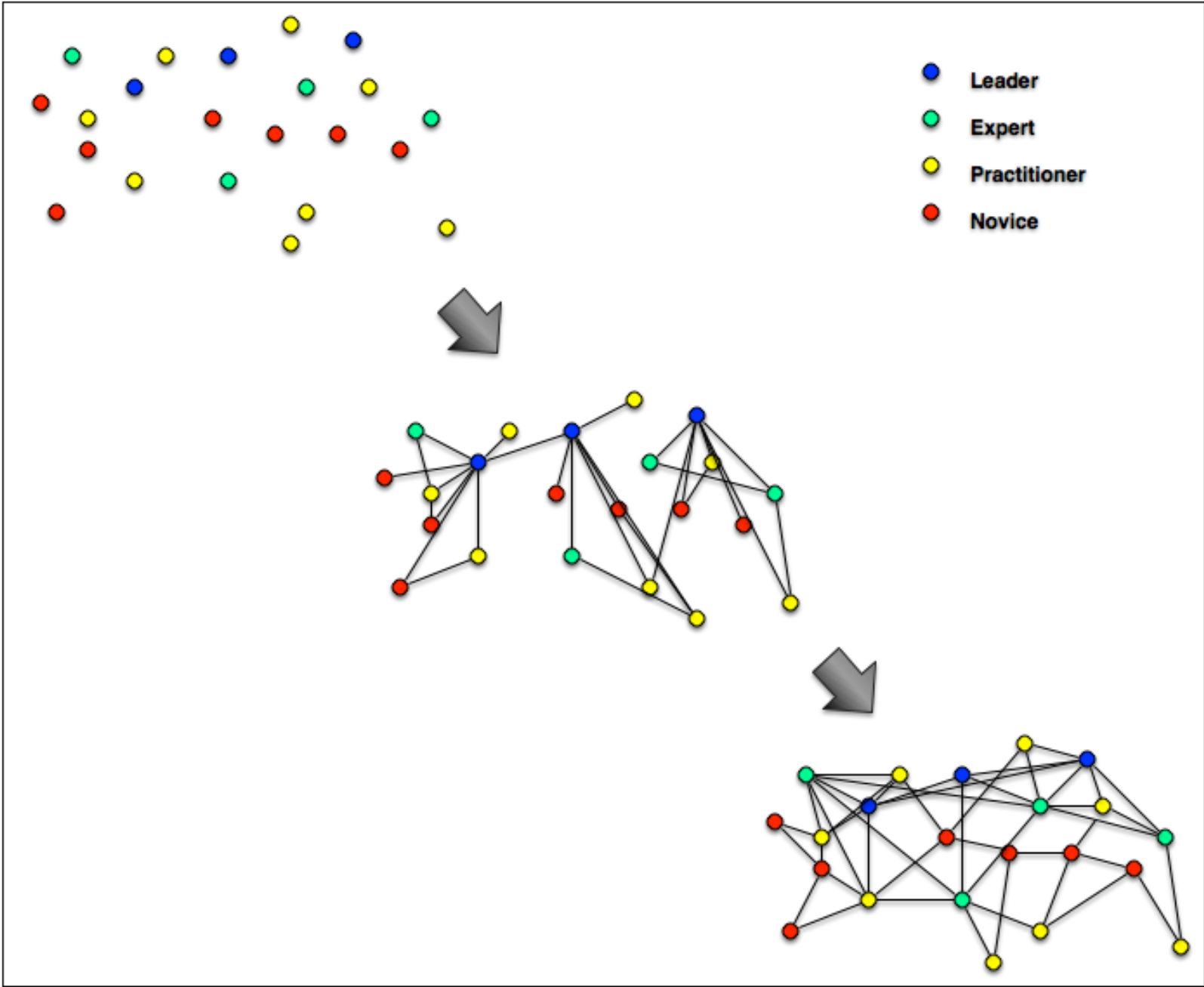


Looking Forward: How L&D Needs to Change

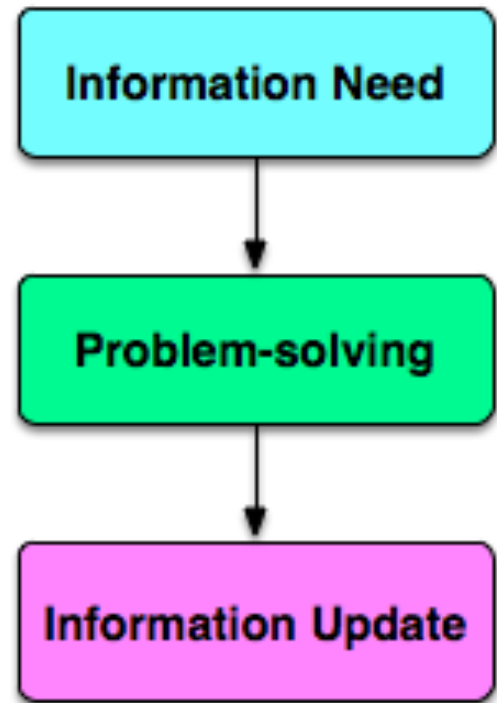
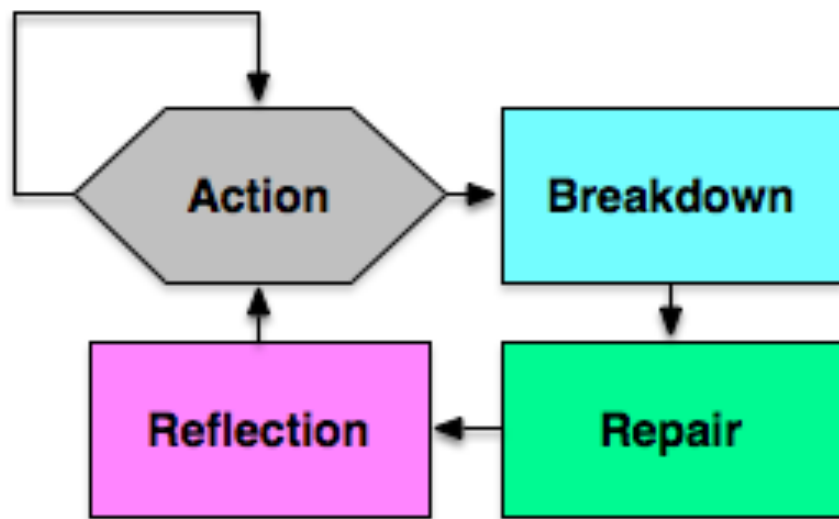
• *Clark Quinn, Ph.D.*

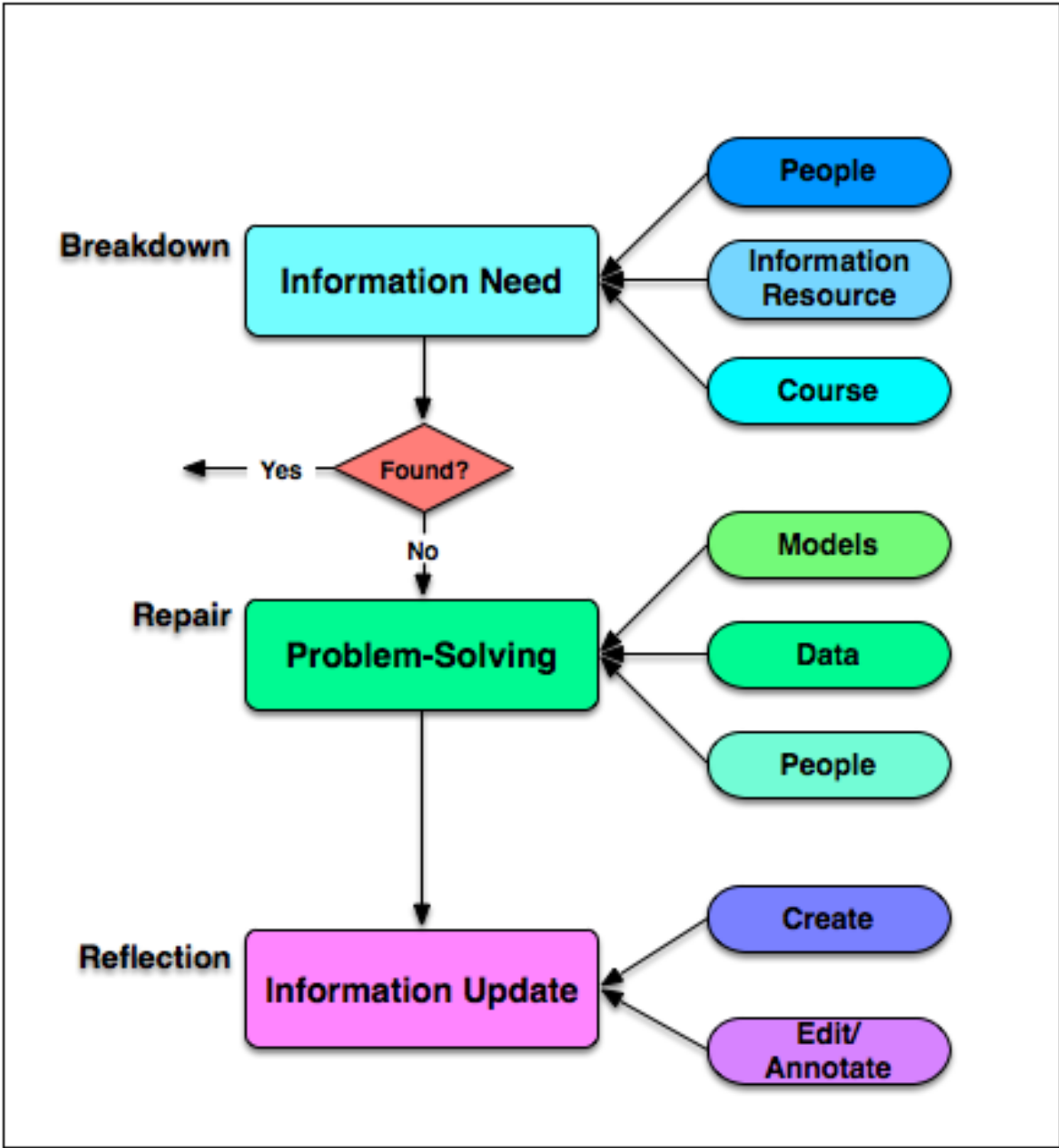


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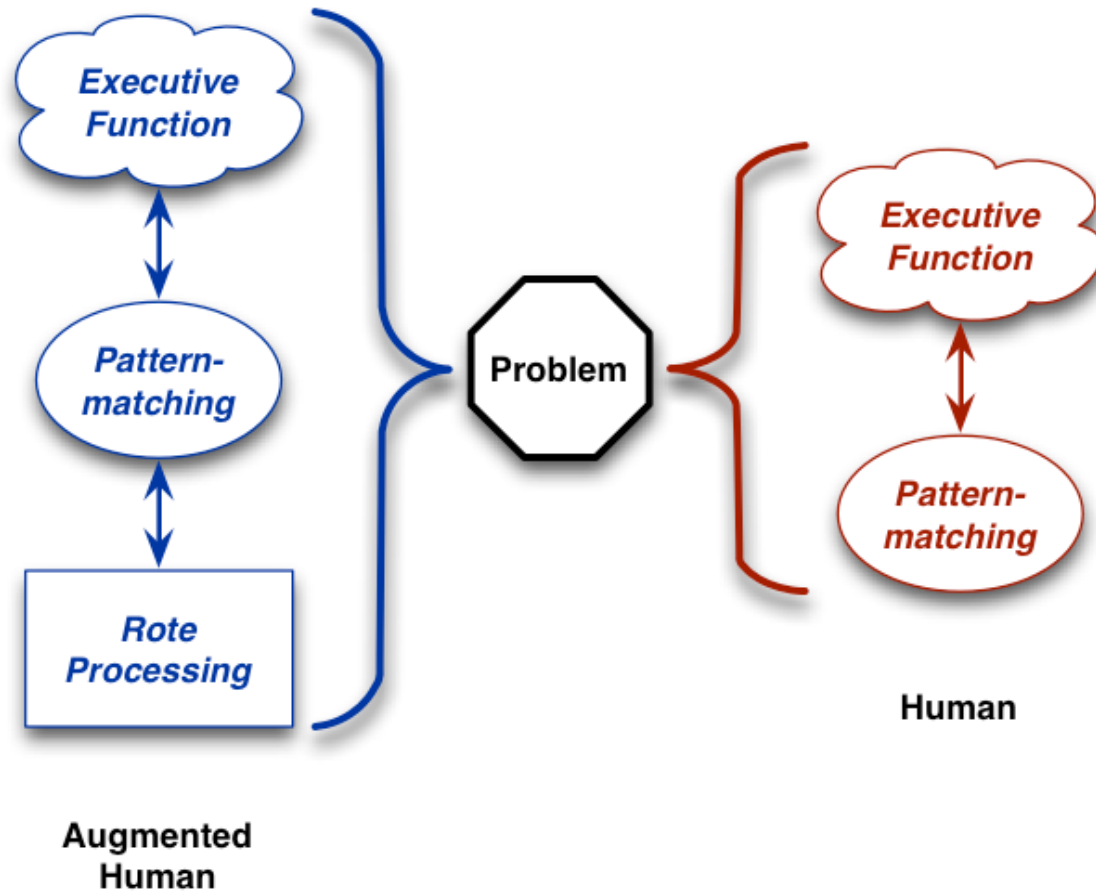


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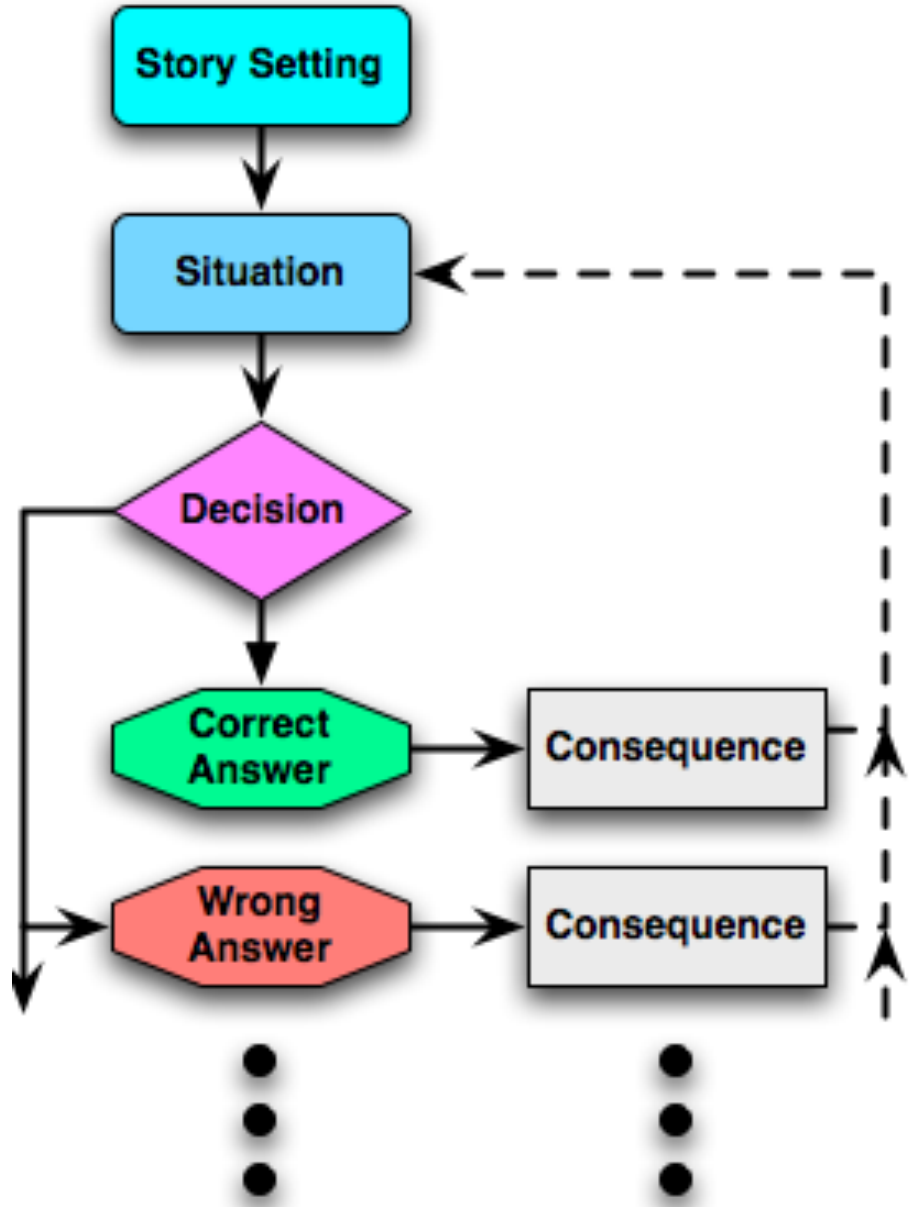


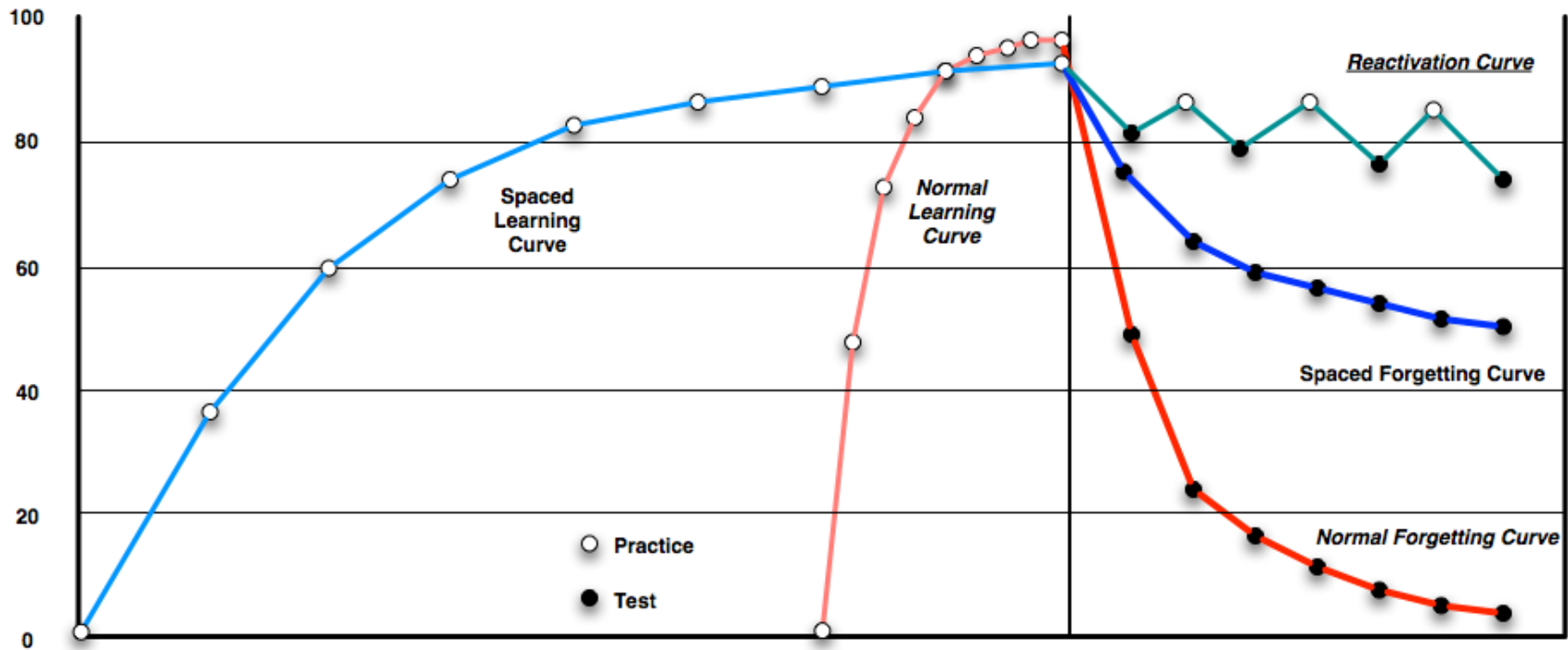


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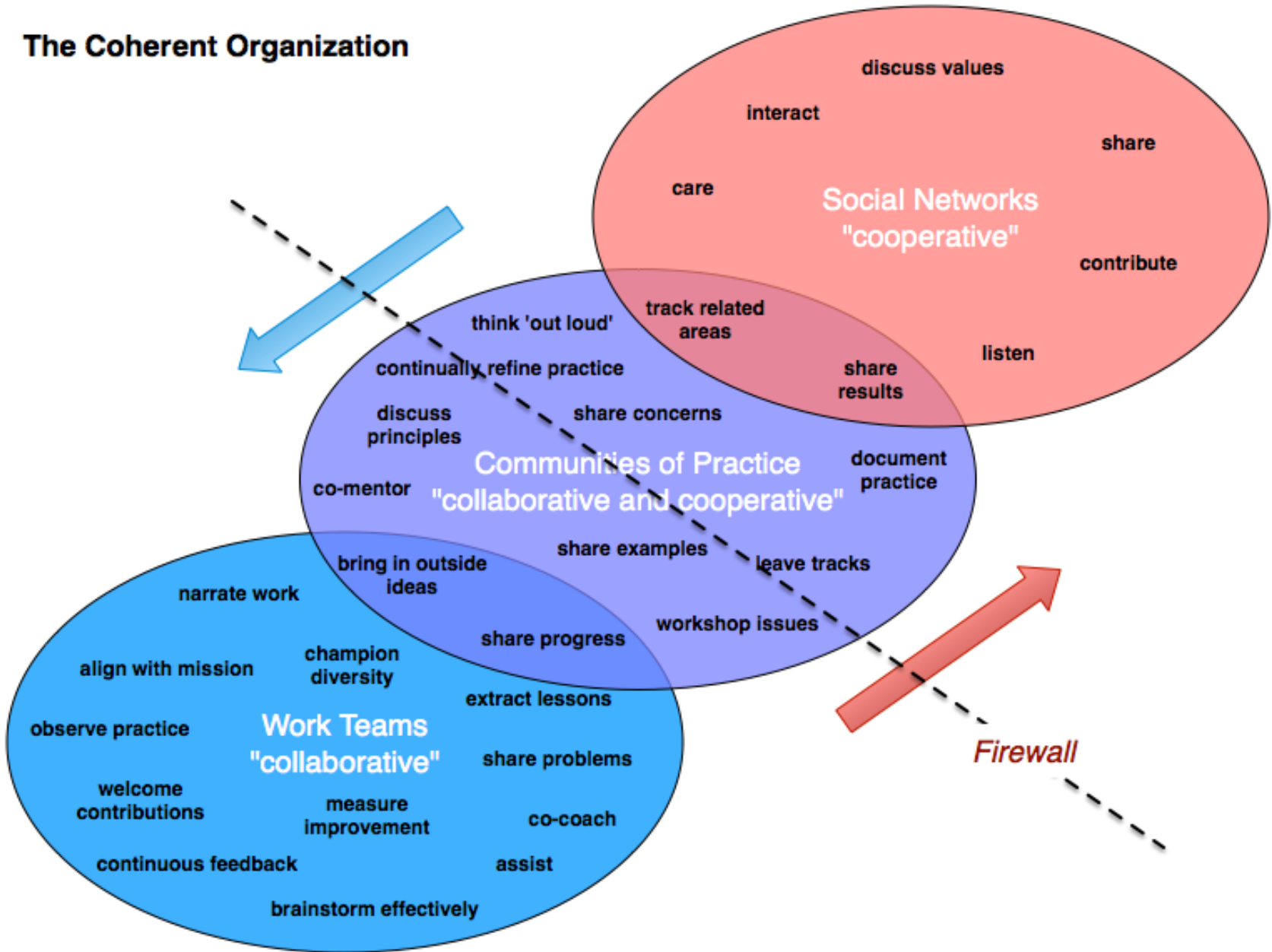
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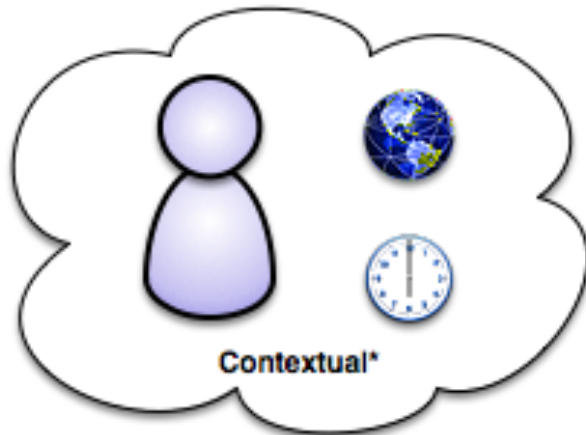
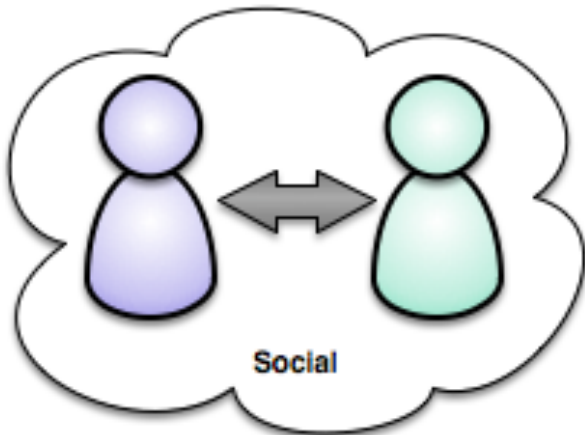
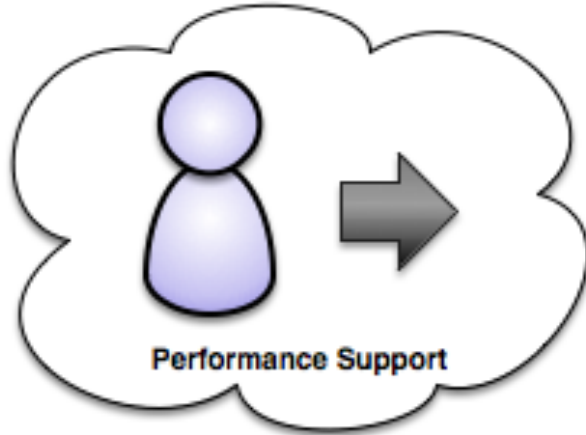
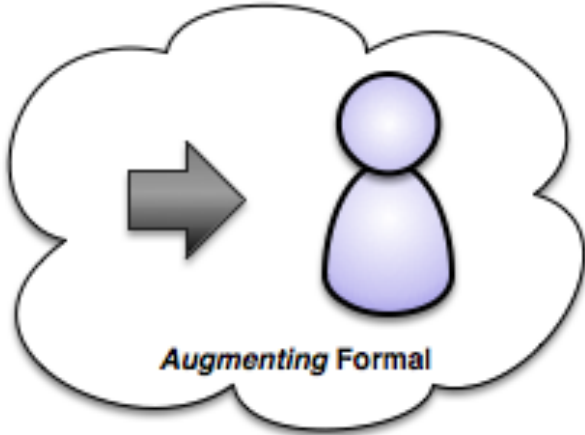


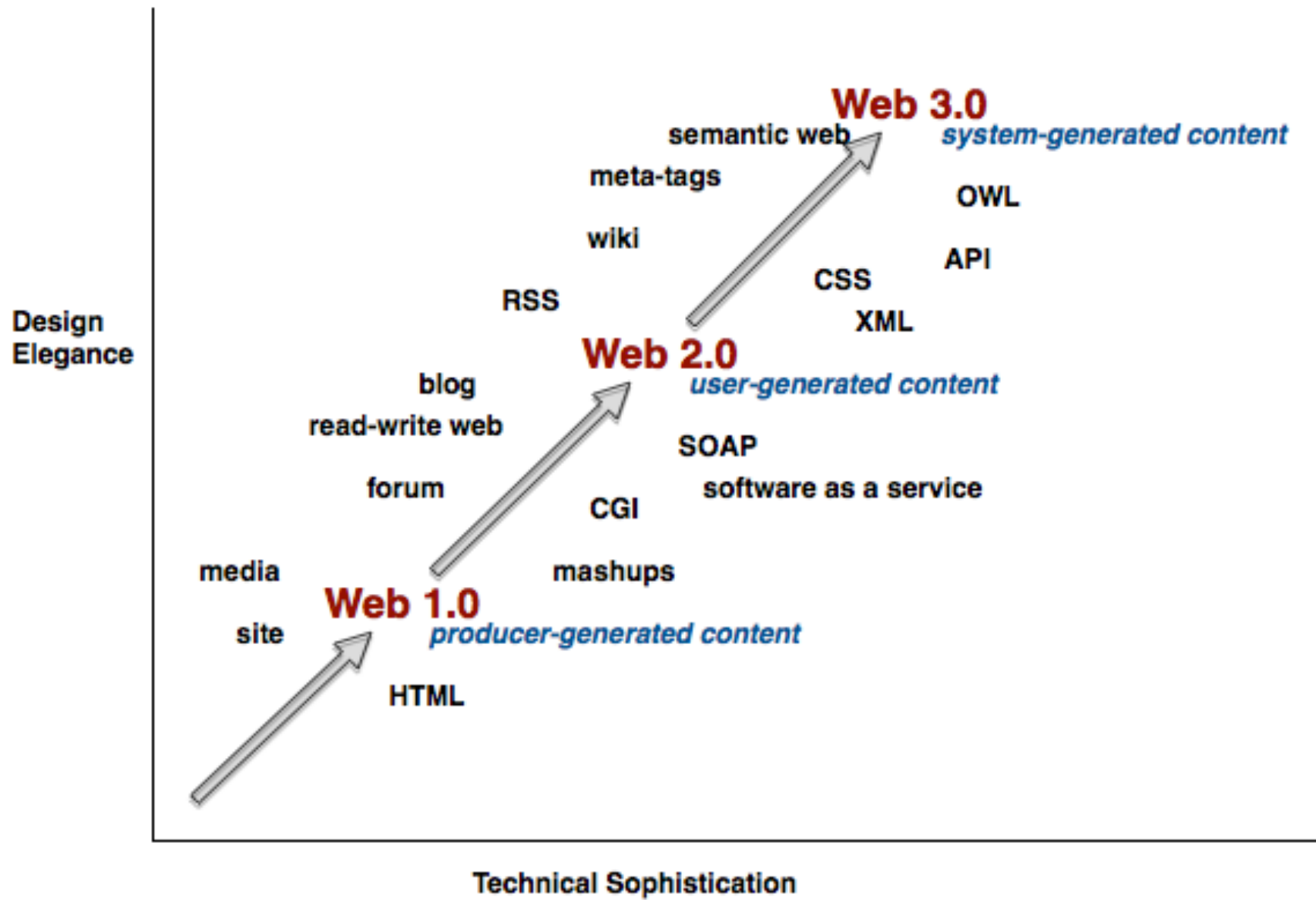


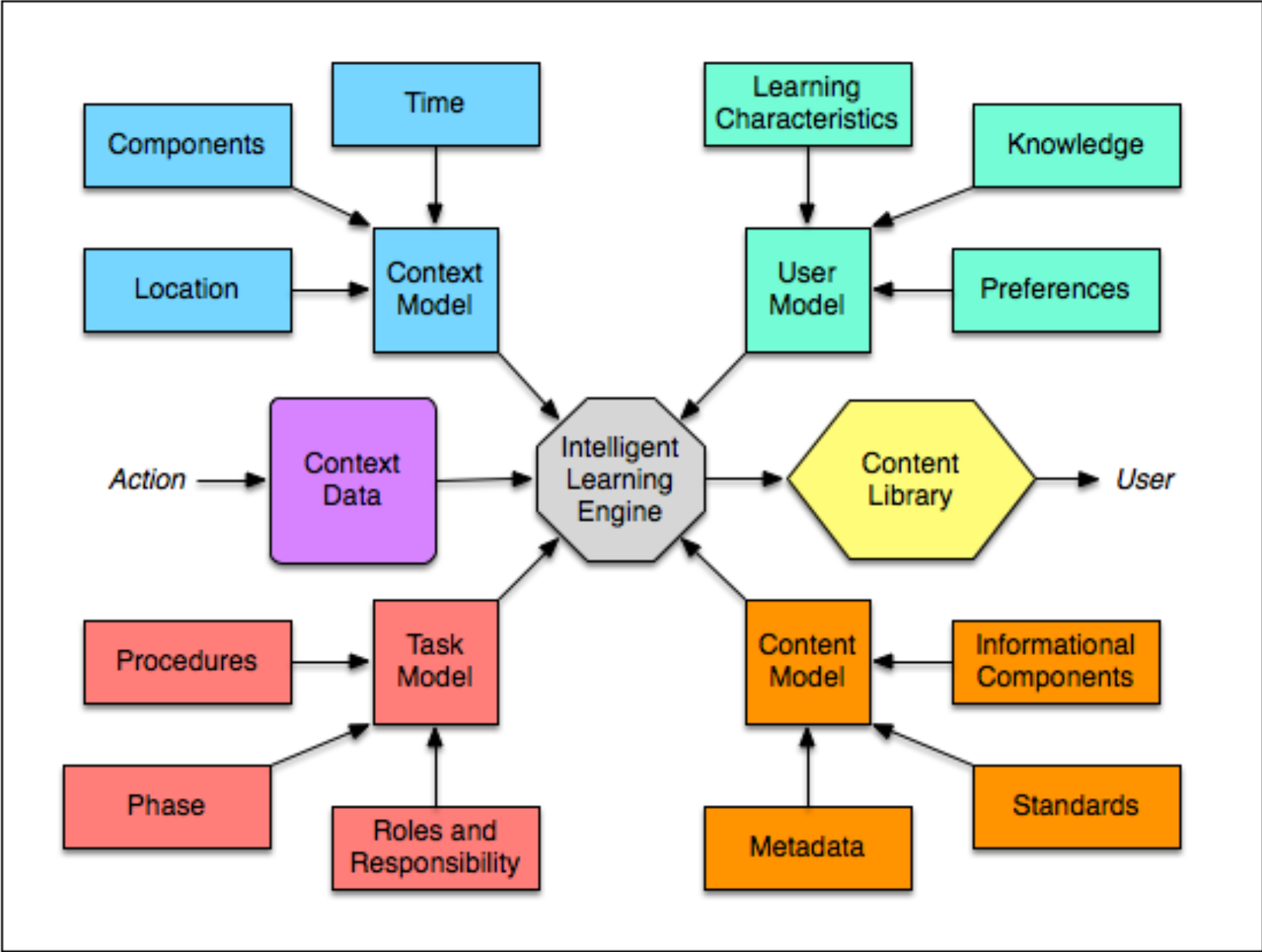
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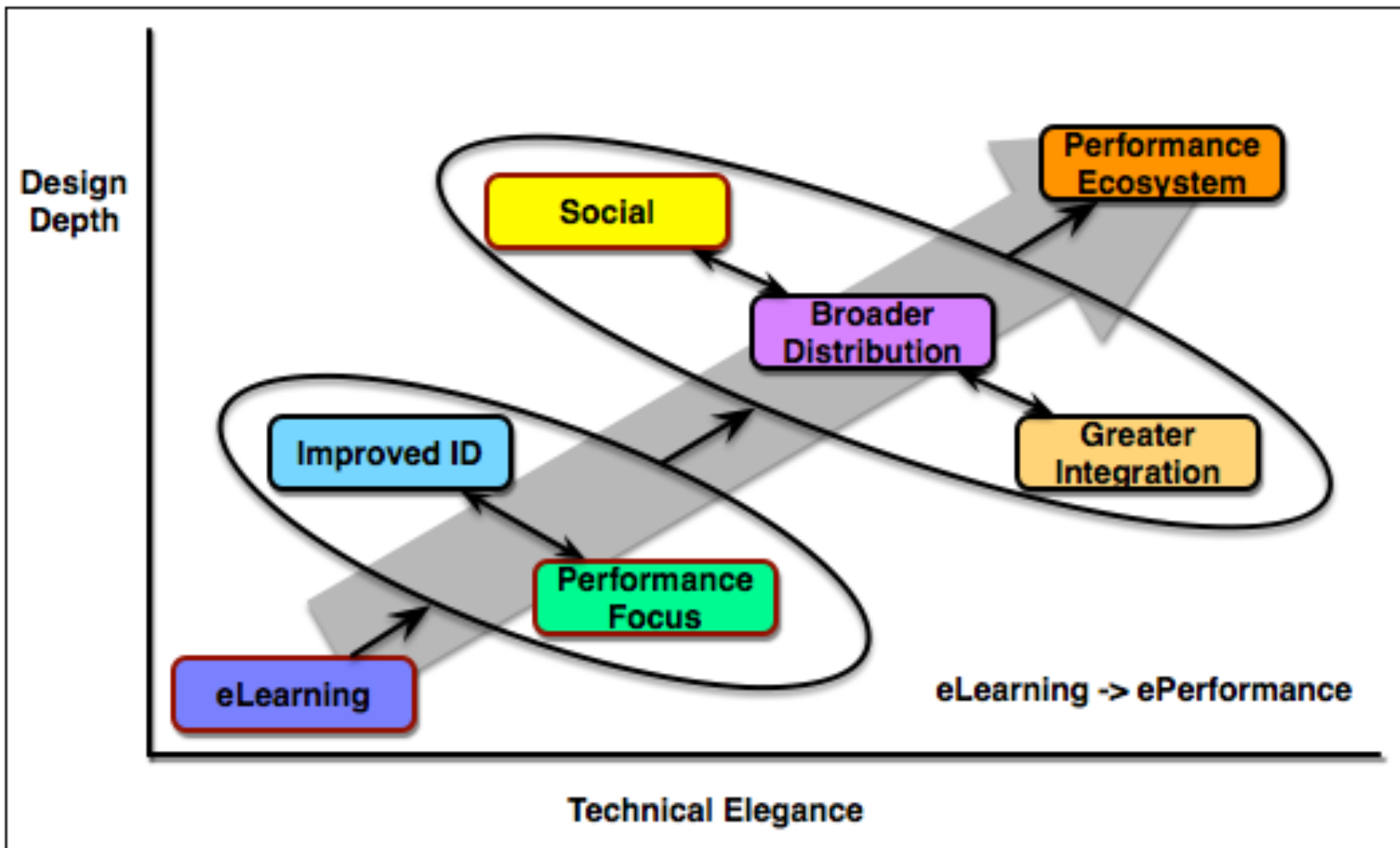
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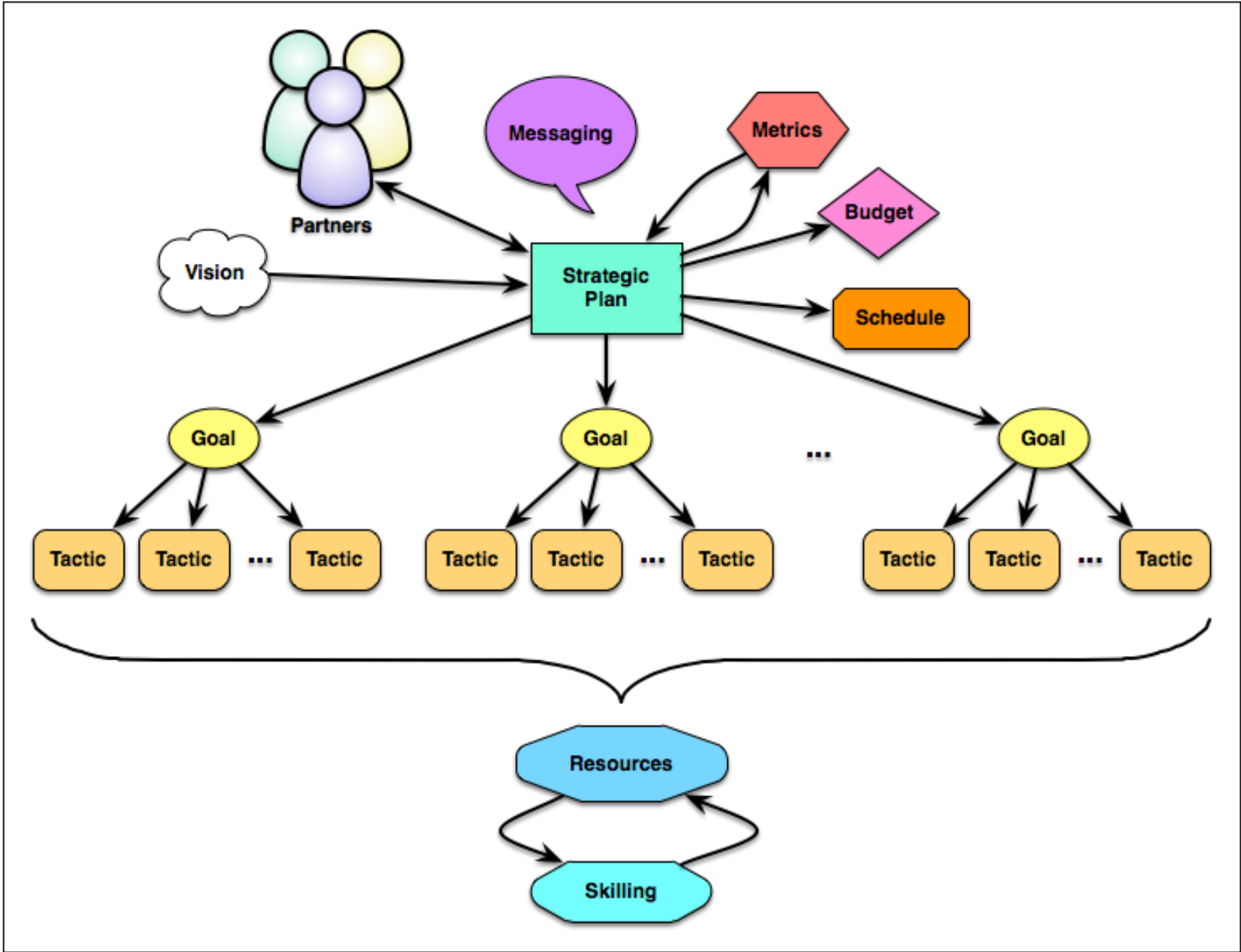
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- Social *First*
- Performance Support 2nd
- Formal as last resort
- And
- Ubiquitous
- Continuous





Category	Principle	Approach
Culture	Empower	Experimentation
Formal	Proprietary Only	Meaningful
Performance Focus	When Justifiable	Least Assistance Principle
Social	Default	Facilitation
Metrics	Business Impact	<i>Effect First</i>
Infrastructure	Content Model	Semantics

Thanks!

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