

Abbreviated discussions. Often lacks depth.

...ne and how long ...ve been in the ...rning and ...elopment ...space?

In one word, how would you describe learning and development in the COVID environment?

Barb Potter - 20 years

Eivina - 10 years

20+ years

Paul Signorelli - 20+ years

5 years

15 year.

Jorge - 10 Years

Laura: 15+yrs

Vito over 30 years

13+ years Julie R.

Jes - 9 years

Caren -12 years

Anelle - 14 years

Lara Loucks - 25+

Sherri 20 yrs

Anna Adams - years

Different

Challenging

Frustrating

Unique.

Exciting

Evolving

transforming

Challenging

Challenging

Transitional

Adaptable

Flexible

Hopeful

Virtual

learning opportunity

more well prepared for remote world than most

Challenging for both learners and facilitators

be

be intentional

opportunity to stretch

**Name and
How Long in
Learning &
Development
space?**

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Very common. We recently had someone log in to a one hour virtual session 45 mins late.

Absolutely agree

I redirect even more to the Learners.

How does these figures from the research by Scott Galloway relate to you and your teams, 4 out of 10 people enrolled in a workshop will drop, and 7 out of 10 participants will miss at least part of the time?

Before covid, I was seeing 50% dropout if it was not mandatory.

Not surprised at all around 30% also

Last-minute meetings, time constraints, change in priorities.

not surprised. I have been one of the 4!

Make it engaging and most importantly, relevant.

WIFFM?

Been there.

I rarely go back to the recording lol.

With the remote change, people have embraced the bad habit of multi-tasking even more we have ever seen

Lara: #1 > I would have said 2 out of 10; #2 it depends on how long the training is (over two days, etc)

Ate more, but exercised more to compensate.

Less in depth discssions

What are you doing differently for learning and development because of Covid?

A LOT more screen time.

Being mindful of mental health and digital gap issues (being ok with cameras off, for instance).

More virtual sessions

Asynchronous brainstorming for training development ~very new to our team instead of timed meetings

Cameras on, polls, more questions, white board

smaller meetings/less info with assignments for followup

doing much more interactive and less presenting

Polling Quizzes

Taking much more time to stop, check for comprehension, moving slower in a virtual space.

**Short Virtual Sessions and sending reading materials in advance
- Cameras are mandatory - More of Them less of Us**

More breakouts for immediate application/practice.

Work-Life Balance: Setting Limits

Exercise! (me-time)

Set a routine and alarms to take a break or stop.

Create and stick to a schedule so that your work time doesn't seep into your personal time.

Set your OOO when you're actually on vacay/PTO. You should not always be accessible.

Walk away from the computer...

THIS>

Separate office space - not in your bedroom

1) There are times when I make it clear I'm simply not going to be available--and I then turn off all my digital devices. 2) Build breaks into my workday.

Keeping your commitments to your kids and spouse, making them a priority

be intentional

Block off time on calendar; set do not disturb on when you need to chunk time.

blocking times to develop/reflect/strategize outside of meetings

Saying no to unnecessary meetings.

Start to find your priorities personally - Ask yourself intentionally/consciously - what gives you life and energy? Make space for that.

I let clients know that there no working on Sunday's. No clients calling after 6 pm.i give them my availability via calendly between 7 am and 6 pm

Have a commute routine

Ate more,
then exercised
more to
compensate.

Long bike
rides every
night. Listen
to podcasts

**Work-Life
Balance:
Caring for
yourself?**

Being kind to
myself and
remembering
that I am
surviving a
pandemic!

Walks

**COVID
50! Not
15**

If your employer has
an EAP program.
Take advantage -
talk to someone -
find resources.

Running, working
out, trying new
foods. Kept my
weight about the
same throughout.

Sugar is our friend.
(Desserts--and
coffee--belong in
every trainer's
toolkit.)

Weight on early in
Covid, Weight off,
Weight back on
later in the
year....now Weight
back off :)

Gained weight
and have now
lost it.

gained but
benefits from
yoga routine
are great

**The covid
15 is real**

Peloton!

**Gained
enormous
amount of
weight.**

Learn how to say NO - and time boundaries

Ask for help!

Work-Life Balance: Holding the difficult conversations

Boundaries. Set them, and let people know about them.

Saying no.

Oh I love that - meeting free Wednesday! Our leaders actually were asked to clear their schedules to connect with their people and other depts. they work with just to say hello.

"I'm afraid I am unable to meet that timeframe/expectation. What I can do is [fill in blank]." This approach works for me.

Jamboard

**Give
yourself
grace**

What's one thing
you learned today?
How are you going
to apply it
on-the-job?

**Flexibility is
key (and
jamboard is
awesome!)**

**Repeat
something 5-7
times to help
someone get
it.**

**continue to be
flexible and
open to
change**

**Patience
is key**

**Collaborative
learning with
Jamboard.**

**I didn't know
about
Jamboard.
LOL. I will aim
to use it.**

