



**2021 APRIL
ATD:
LEARNING AND
DEVELOPMENT
IN THE NEW
NORMAL**

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Today's Agenda

WORKING
REMOTELY

DRIVE
CULTURAL
CHANGE

WORK-LIFE
BALANCE



WORKING REMOTELY: IN ONE WORD,
HOW WOULD YOU DESCRIBE
LEARNING AND DEVELOPMENT IN
THE COVID ENVIRONMENT?

Use the Jamboard

Drive Cultural Change

- How do these figures from the research by Scott Galloway relate to you and your teams:
 - **Four** out of 10 people enrolled in a workshop will drop
 - **Seven** out of 10 participants will miss at least part of the workshop

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



*“You cannot teach someone anything.
You can only help him/her to discover it
within themselves.”*

◦ **Galileo Galilei**



**Who cares more about your
career than you?**

(Not a trick question)

Work – Life Balance

Caring for yourself



Setting limits



**Holding the difficult
conversations**



Based upon on the Mayo clinic research: [Work-life balance: Tips to reclaim control - Mayo Clinic](#)

Setting limits

- **Manage your time.** Give yourself enough time to get things done. Don't overschedule yourself.
- **Learn to say "no."** Evaluate your priorities at work and at home and try to shorten your to-do list. Cut or delegate activities you don't enjoy or can't handle — or share your concerns and possible solutions with your employer or others. When you quit accepting tasks out of guilt or a false sense of obligation, you'll have more time for activities that are meaningful to you.
- **Detach from work.** Working from home or frequently using technology to connect to work when you're at home can cause you to feel like you're always on the job. This can lead to chronic stress. Seek guidance from your manager about expectations for when you can disconnect. If you work from home, dress for work and have a quiet dedicated workspace, if possible. When you're done working each day, detach and transition to home life by changing your outfit, taking a drive or walk, or doing an activity with your kids.
- **Consider your options.** Ask your employer about flex hours, a compressed workweek, job sharing or other scheduling flexibility. The more control you have over your hours, the less stressed you're likely to be.

Caring for yourself

- **Relax.** Regularly set aside time for activities that you enjoy, such as practicing yoga, gardening or reading. Hobbies can help you relax, take your mind off of work and recharge. Better yet, discover activities you can do with your partner, family or friends — such as hiking, dancing or taking cooking classes.
- **Volunteer.** Research shows that volunteering to help others can improve your connections with others, as well as lead to better life satisfaction and lower psychological distress.
- **Develop a support system.** At work, join forces with co-workers who can cover for you — and vice versa — when family conflicts arise. At home, enlist trusted friends and loved ones to pitch in with child care or household responsibilities when you need to work late.

What's one thing
you are learned?



How are you going
to apply it on-the-
job?