

HRdergi
İNSAN KAYNAKLARI VE ÖZGÜÇLÜK DERGİSİ

17. Eğitimciler Zirvesi

28 – 29 Mayıs 2014, İstanbul Marriott Hotel Asia



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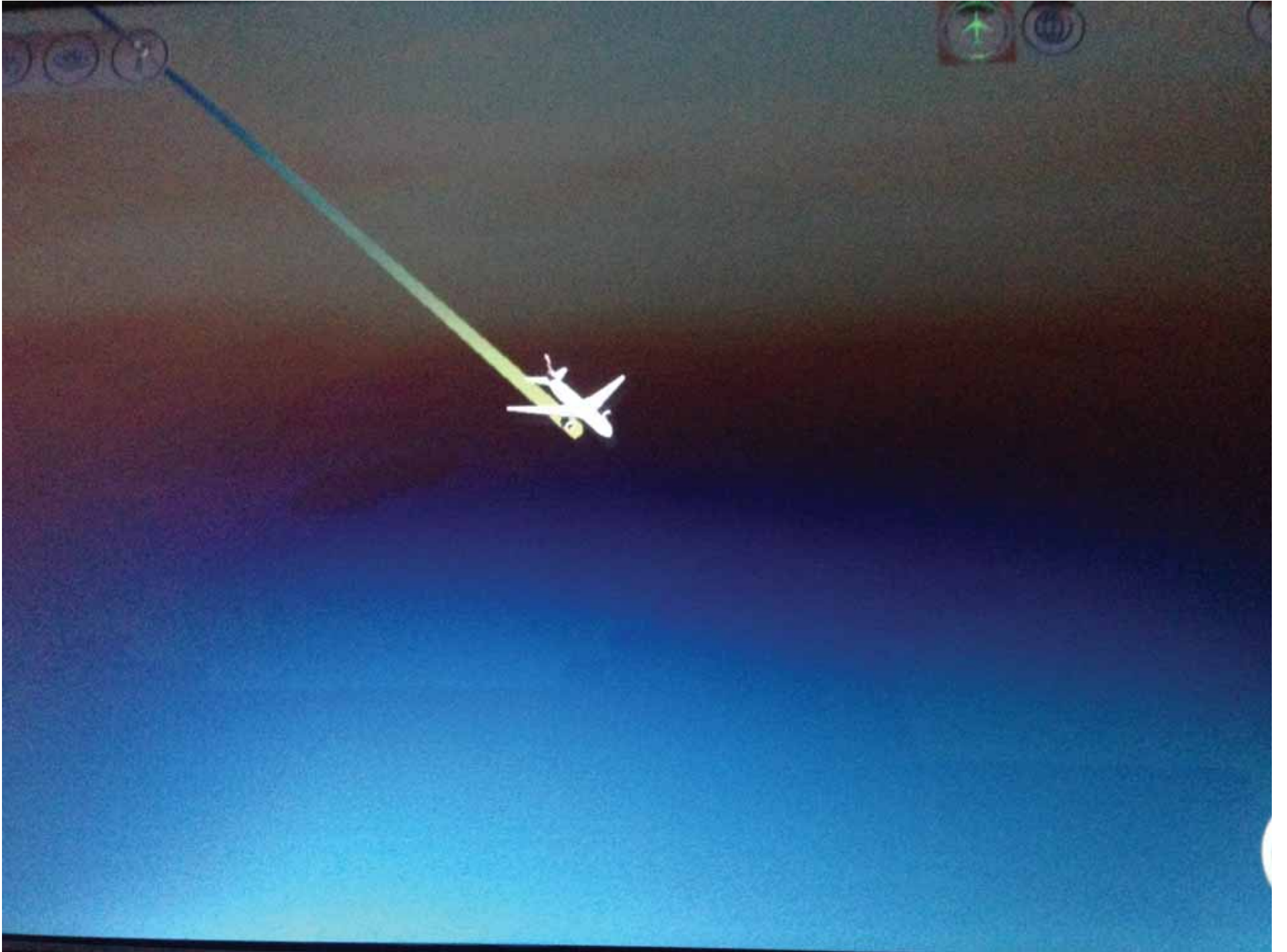
Rethinking Leadership Development

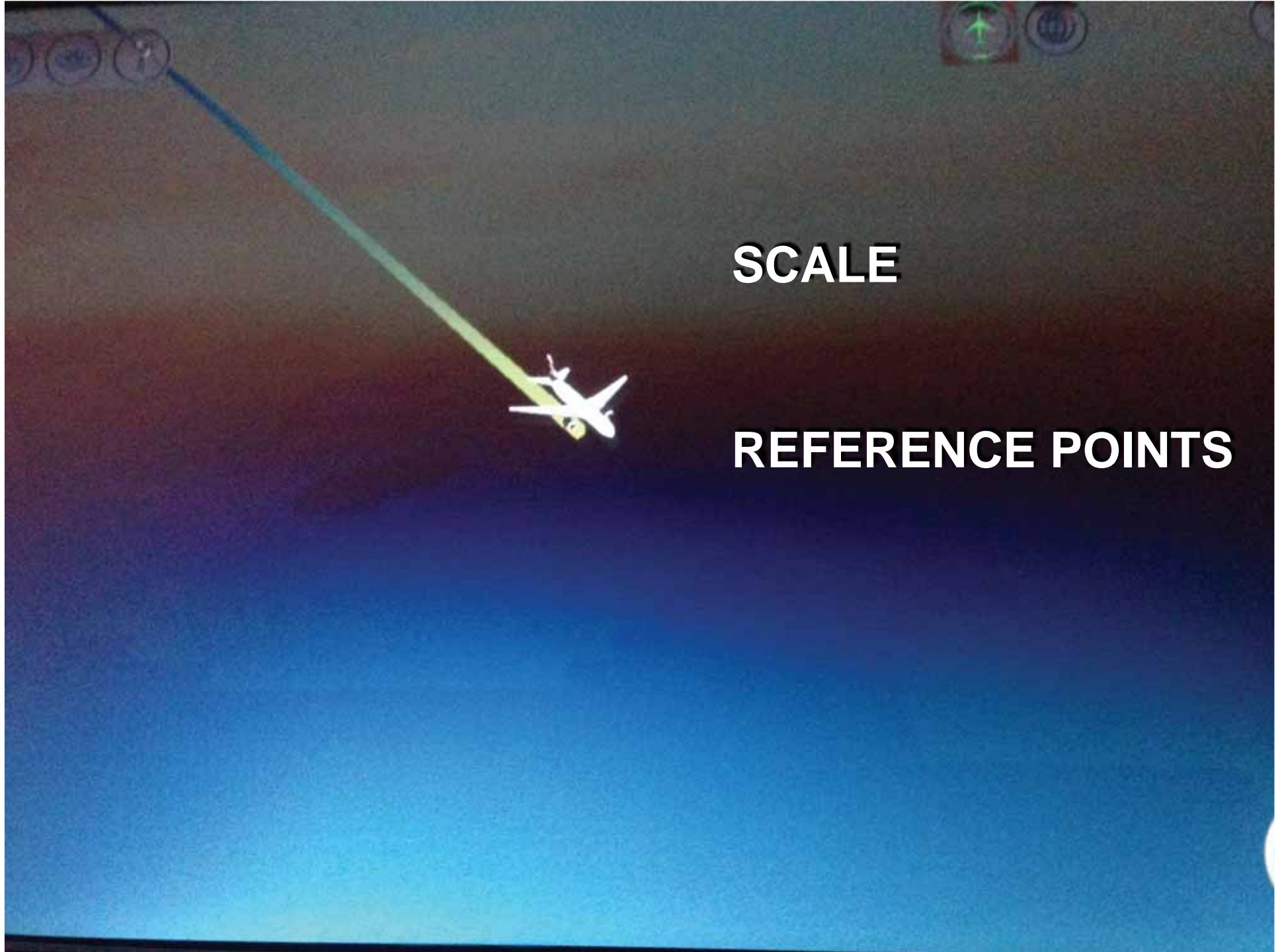


Nigel Paine
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29th May 2014

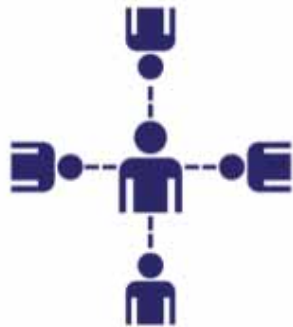






Where There's No Margin for Toxic Leadersh

How confident are staff with Social Media?

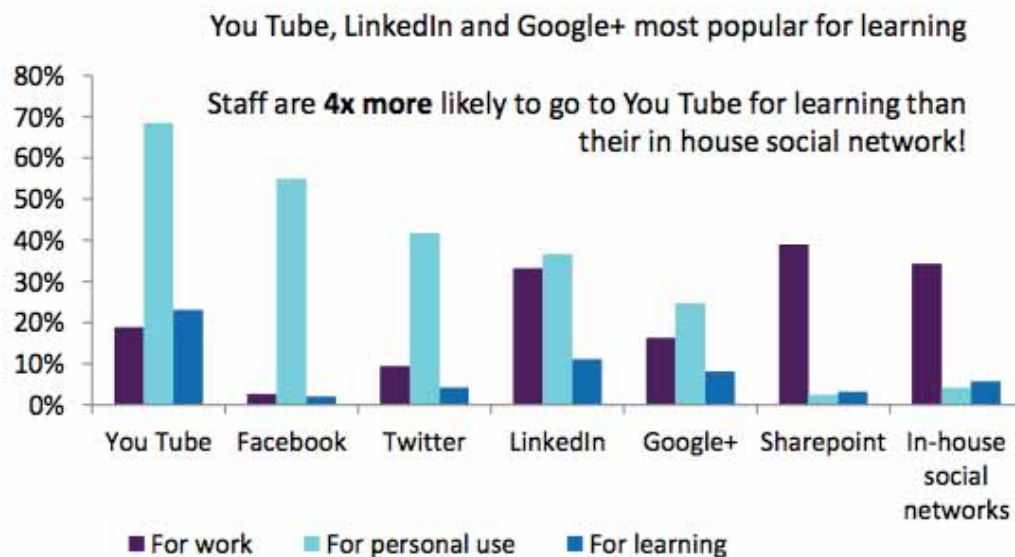


84% are willing to use technology to share knowledge and help others learn.

84% are willing to use technology to share knowledge to help others learn:

- **22%** do this regularly already
- **42%** would share if they had the opportunity
- **11%** don't have time
- **5%** would feel too uncomfortable

How are staff currently using social networks?



65% agree that they are motivated by using technologies that allow them to network and learn with others

- Managers are the most likely to already be regularly sharing what they know using technology (30%)

Differences • Sales are the least likely (18%)

We are :

Innovative - new ideas

Resilient - solve problems

Self-determined - Confident
respectful

Integrated among - honest
- reflective
- Confident
↳ with peers # others

Integrated within - honest
- reflective
- Confident
↳ with myself # others

Perceptive - "see" without being told

Inquisitive - asking questions

Keegan's Three Levels

Self-transforming: Independent-Collaborator

Self- Authoring: Independent-Achiever

Socialized: Dependent-Conformer

Keegan's Three Levels

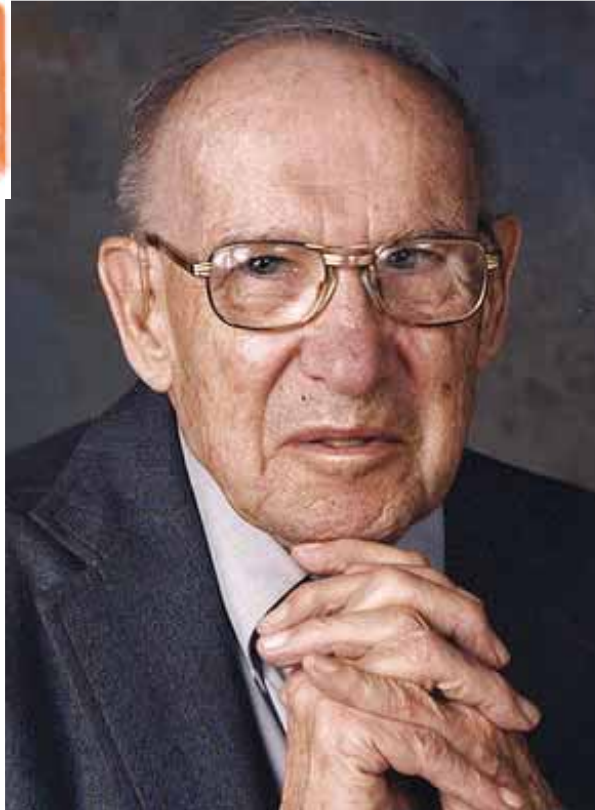
Self-transforming: Independent - Collaborator 7%

Self- Authoring: Independent Achiever 78%

Socialized: Dependent Conformer 15%

Managers as Coaches of Learning Power





LEADERSHIP.LEARNING.TECHNOLOGY

Critical Shifts:

Focus on Innovation

Change which creates a
new dimension of
performance





Search for people, places and things

**Nigel Paine**

Update Info

VI

Timeline

About

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What books have you read?



Status



Photo



Place



Life Event

What's on your mind?

**Nigel Paine**

17 hours ago via Twitter

Is Corporate Storytelling Replacing The News Business Staff <http://t.co/uDpK2SSpqN> via @FastCoLabs

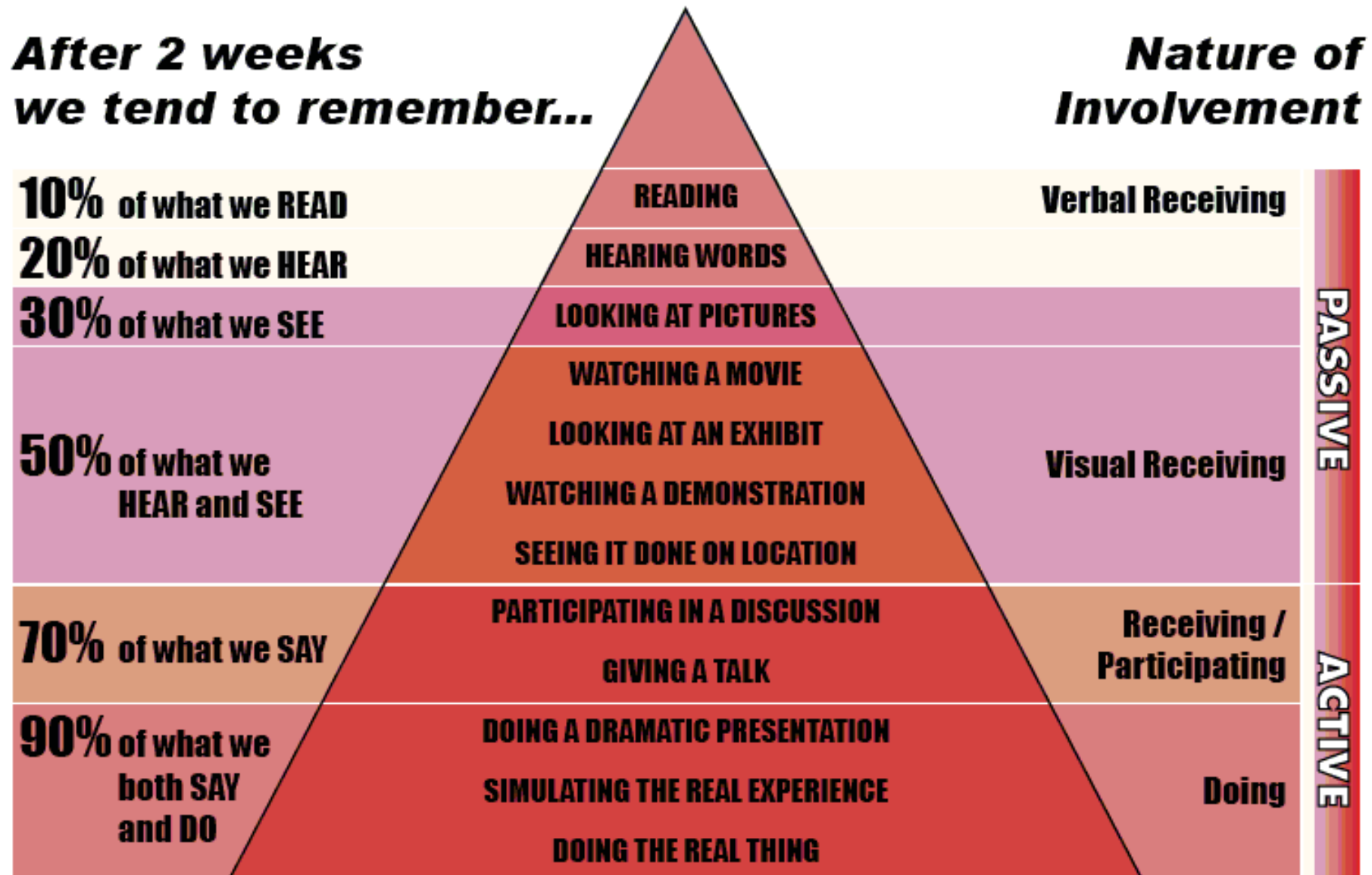


Is Corporate Storytelling Replacing The News Business Staff
fastcolabs.com

One former USA Today editor says that he's of content marketing because editorial is de



Cone of Learning (Edgar Dale)

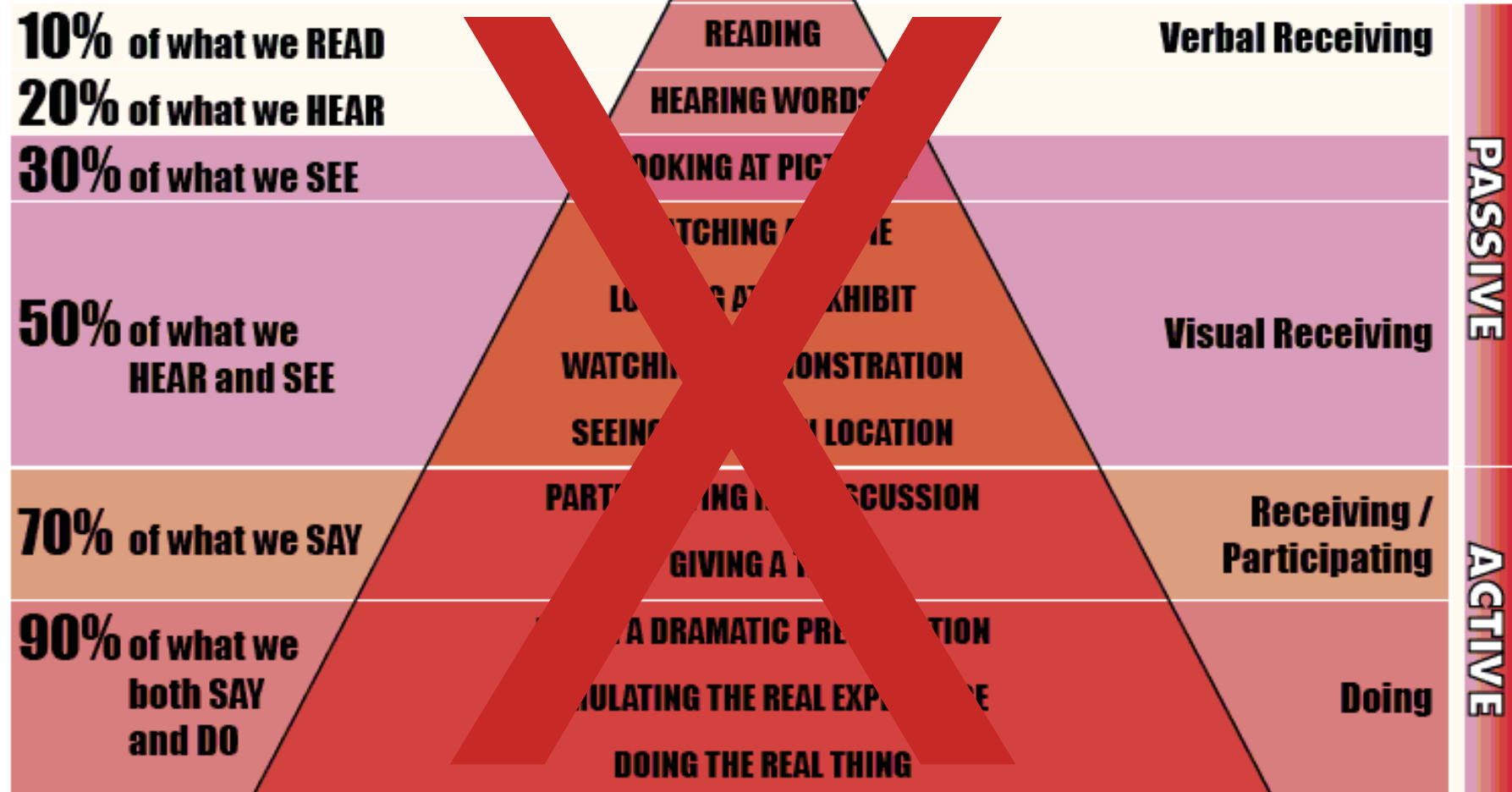


Edgar Dale, *Audio-Visual Methods in Technology*, Holt, Rinehart and Winston.

Cone of Learning (Edgar Dale)

**After 2 weeks
we tend to remember...**

**Nature of
Involvement**

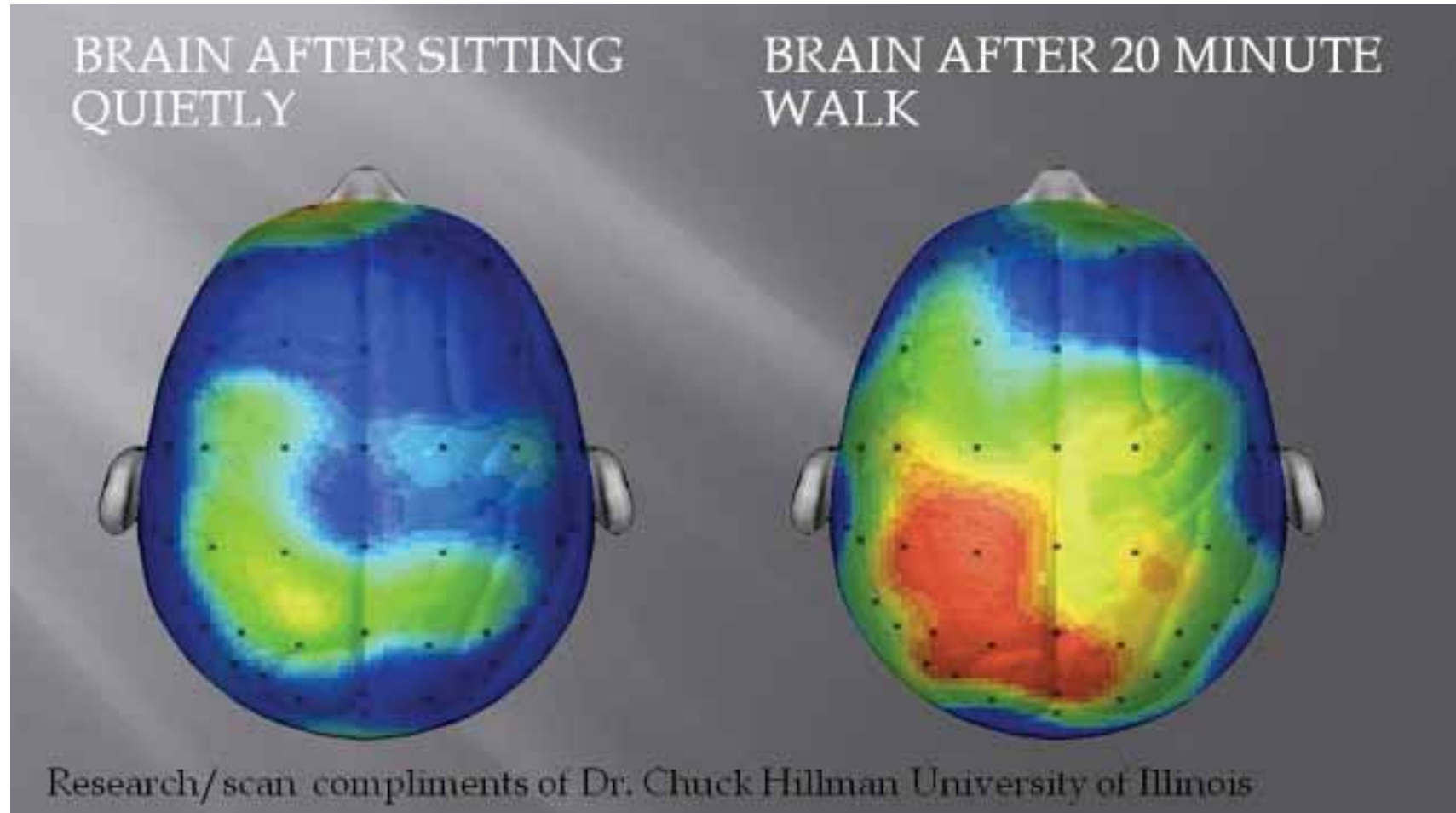


Edgar Dale, *Audio-Visual Methods in Technology*, Holt, Rinehart and Winston.

Neuroscience Not Pseudo-science

Neuroscience

- Emotional Engagement
- Exercise
- Environment
- Ageing brain: different
- Reflection and repose



Brain Needs

- ***Certainty***: assurance you can avoid pain and gain pleasure
- ***Uncertainty/Variety***: the need for the unknown, change, new stimuli
- ***Significance***: feeling unique, important, special or needed
- ***Connection/Love***: a strong feeling of closeness or union with someone or something
- ***Growth***: an expansion of capacity, capability or understanding
- ***Contribution***: a sense of service and focus on helping, giving to and supporting others

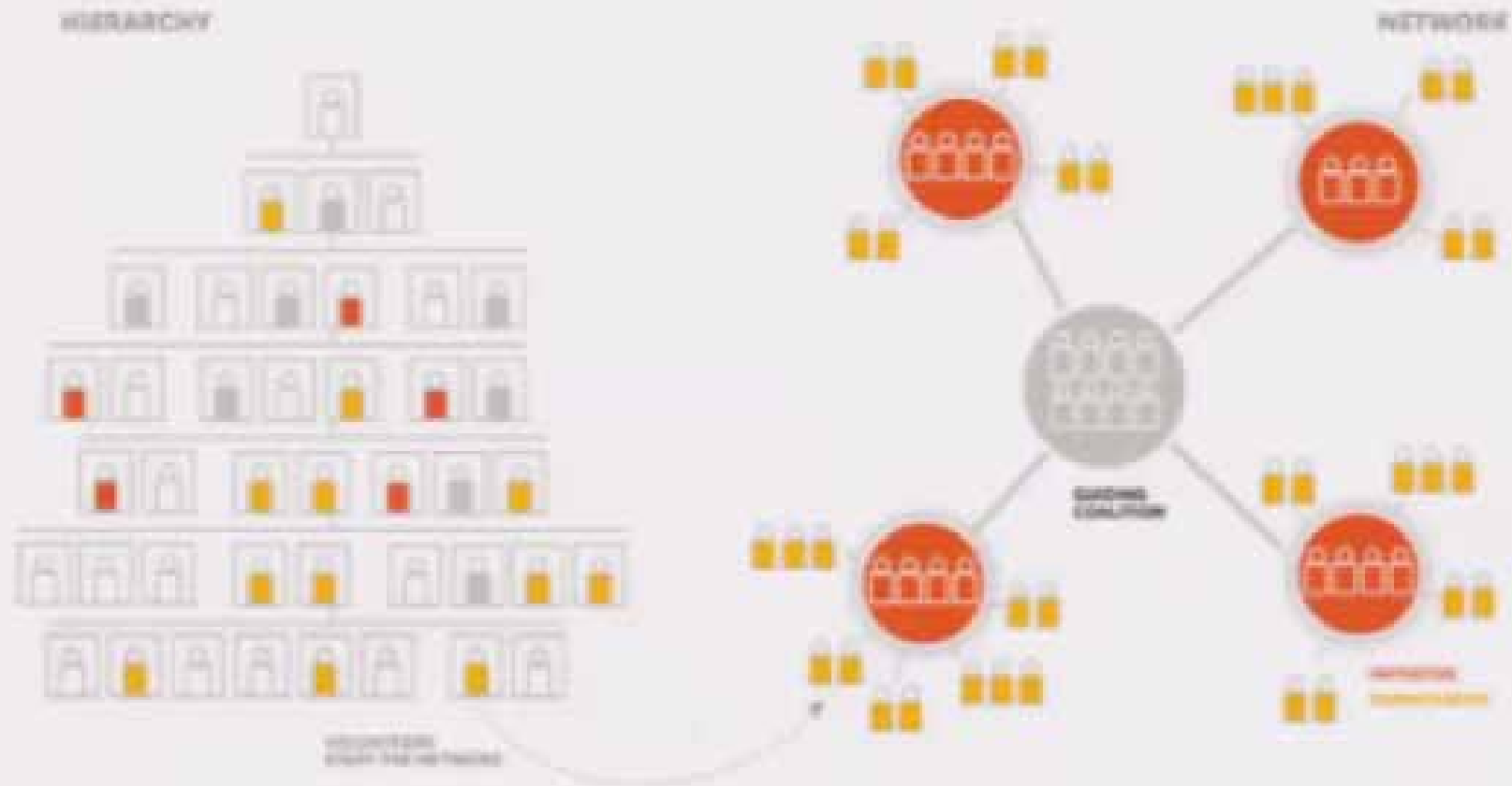
Adaptas

Critical Shifts

From: **Shaping**

To: **Framing**

Kotter's Dual Operating System

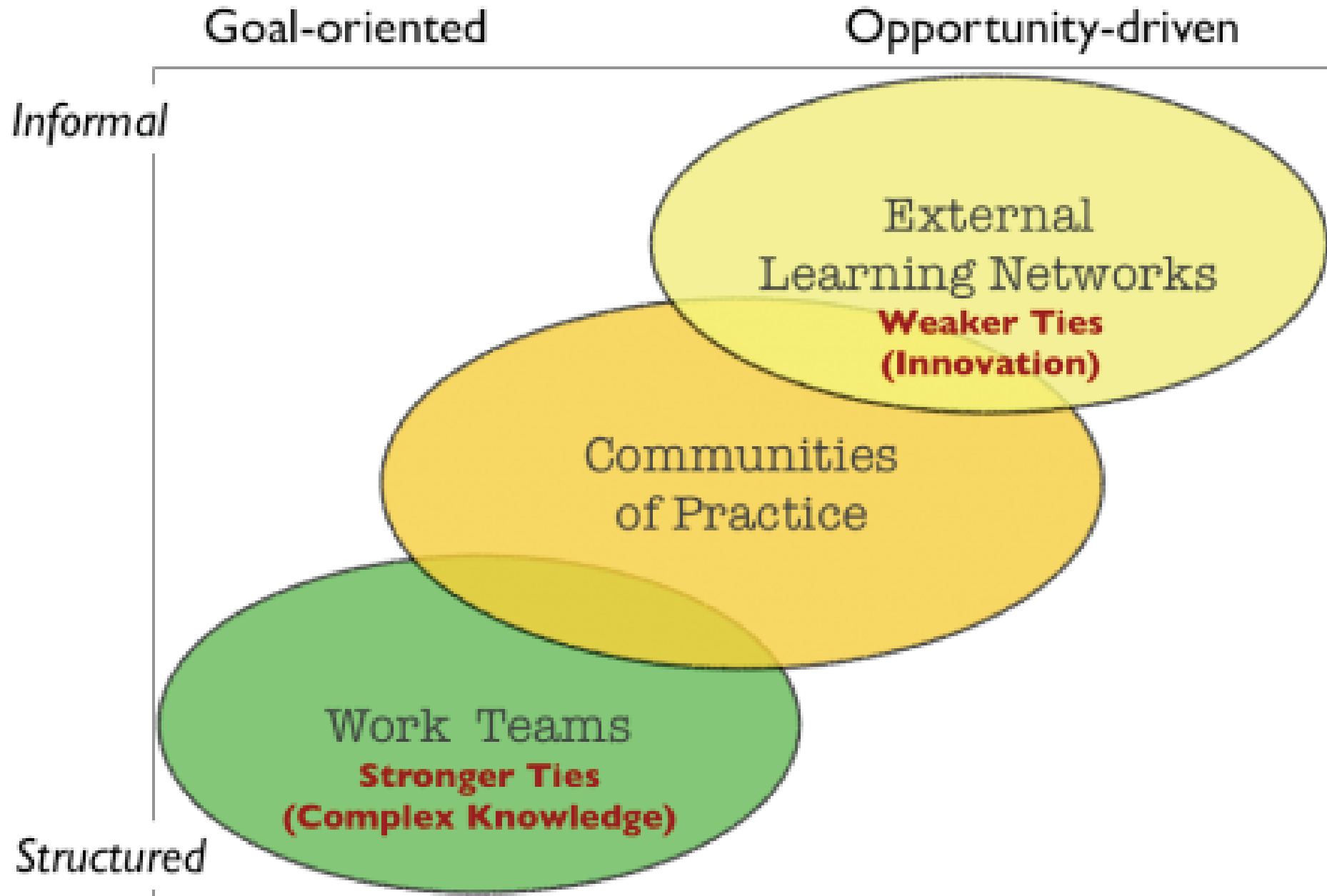


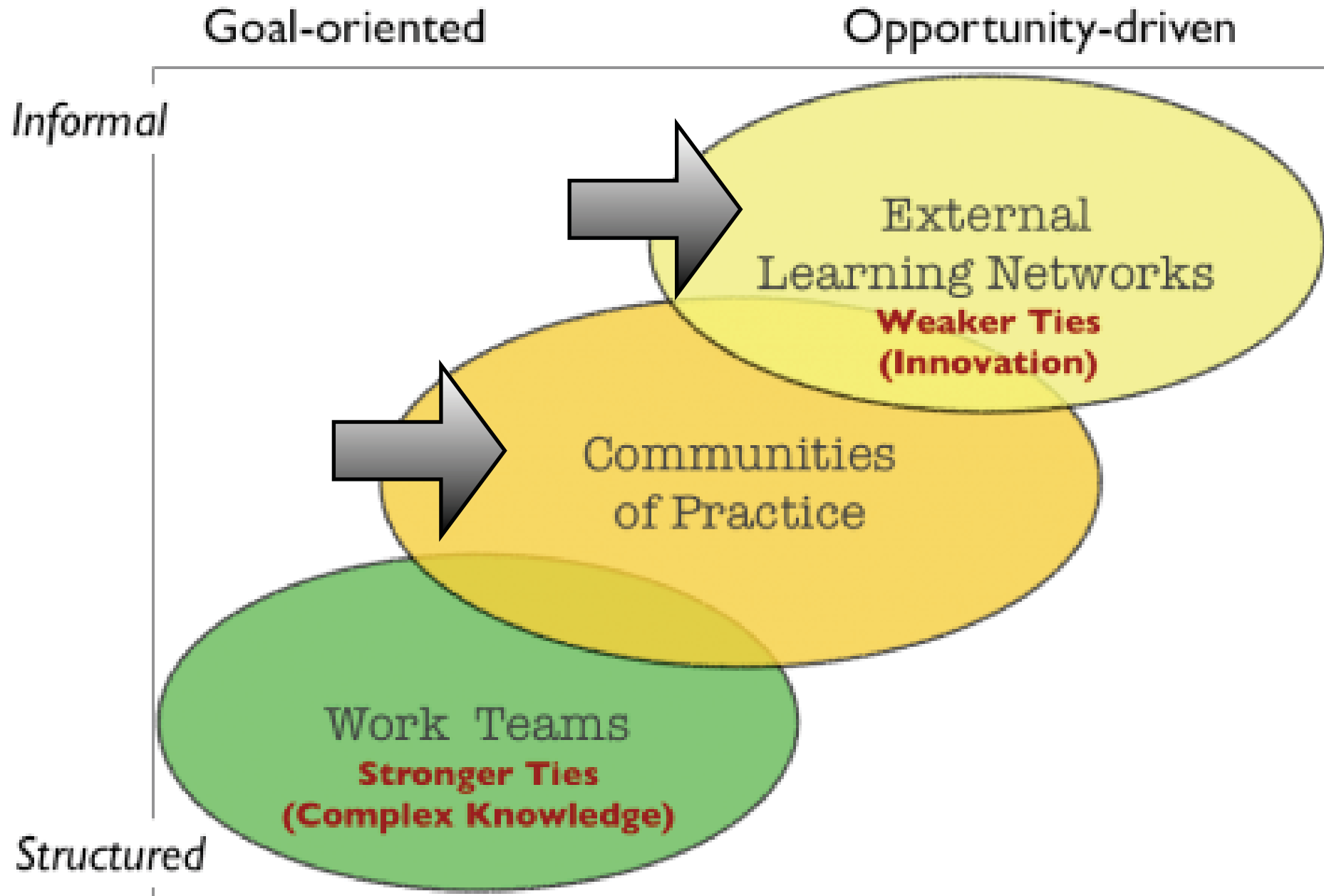
From Centralized to Distributed Power













Personal
learning =
hard and soft
skills growth

= Higher
performance



Increased performance,
increased innovation
in the organisation

Organisational learning =
shared knowledge and
cultural cohesion

Original Idea from Chris Yapp



Thinking,
fast
and slow



DANIEL
KAHNEMAN



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Thank You