

9 Ideas for how you can learn in the new work environment



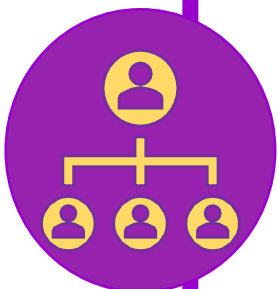
Individual

- Understand what it is you need to learn and how it is relevant to your work. Spend some time thinking about what skills or behaviours will enable you to do your job better. Use the feedback you have received, research into what skills are most valuable going forward and think outside the box. Imagine yourself in 3 years time – what would you love to be really proficient at? Write it down. This will help you really target where you spend your time.
- Think about where you are today and where your natural strengths lie. There is a free Self-assessment called [Standout Strengths](#) which will give you some personal insights and is also useful when working in teams or with clients
- There are many free resources online you can use - Courses, articles, videos – check out:
 - [TED Talks](#)
 - [YouTube](#)
 - [Coursera](#)
 - [EdX](#)
 - [LinkedIn Learning](#)



Groups / team of 2 or more

- Resource Rally - each person takes it in turns to share a resource they have found – video, article, etc. They share it with the team and ask them to rate the resource in terms of usefulness. Team members can share ideas of where they could use the knowledge from the resource in their everyday work. This can all be done by email, messenger, or similar online chat
- Skill Share – we learn a lot from each other. What you may be very proficient at, your colleague may be struggling with. Schedule a half hour each week for a team member to pass on their ideas/knowledge on a particular topic. Even 15 minutes of knowledge sharing and 15 minutes of Q&A would be really beneficial.
- Peer to Peer Support – there are numerous topics that are affecting us. Choosing an issue of importance (such as maintaining client relationships) and putting your heads together as a group you will move forward faster and more effectively than if you just try to work everything out yourself. Learn from what others have tried and share your ideas with the larger group.



Managers

- Weekly check-in - As managers, we know that keeping in touch with our people on a regular basis is more important than ever. Getting into the habit of a weekly one-to-one will help keep you abreast of day to day work issues as well as providing people with the support they need. This is in addition to any team chats or specific work projects. There are 2 questions to ask: “what are your priorities for the coming week,” and “how can I help?” This not only helps your people, but you as a manager learn what is actually going on in real-time.
- Stretch assignments– Look for opportunities to bring your team along by delegating more stretching work to them. You will need to ensure this is a learning opportunity for them that you are supporting with, not a dumping of responsibility. But eventually, it will free up some of your time to work on your own self-development
- CIPD is offering their [People Management](#) online course for free. You can do this on your own schedule.