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Assignment 1 – Creating My Significant Learning Environment

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The Impact of the CSLE

In the almost nine (9) years I have served within my organization, in the capacities of training instructor, curriculum developer, supervisor and currently the training manager; I have had the privilege of witnessing firsthand the evolving learning styles of the many students and professionals that take our courses. The oil and gas industry in addition to being very lucrative for skilled personnel employed in it, market dynamics and technological advances over the last 4 decades have mandated and are dictating changes in training delivery. The industry which had been replete with many from the baby boomer generation, is seeing an exodus due to retirement, down market cycle initiated layoffs with no penchant for returning when the market does pick back up, and rising safety concerns due to a lack of benchmarking pre-determined responses to human factors failings; is now demanding the rethinking and recreation of the learning environment (*WHERE DOES THE DATA SUGGEST I GO?).* With the requirements that it be readily accessible on the go (remotely), engagingly realistically immersive, optionally provide a purely digital online experience sans an instructor, provide a hybrid blended learning experience (independent student assignments and scheduled instructor remote meetings), facilitate student's forum to deposit "parking lot questions" for instructor responses (for courses lasting more than a day), or to schedule a remote meeting to talk live with an instructor to review case study scenarios. The related industry workforce exists globally, and mobilization to worksite makes it difficult and expensive when scheduling personnel for face-to-face training delivery. Subsequently, rethinking, recreating, and expanding our training learning environment for the learner is not an option but a necessity.

Drawing Board to Implementation of My CSLE

In light of the invaluable course material I have studied over the last several months in the Digital Learning and Leading (DLL) program, I have reflectively walked back through examining and sifting my innovative plan.

The *INFLUENCER MODEL* was critical in driving home factoring in engaging all *Six Sources of influence* in being deliberately being overdeterministic in planning for success. This approach would work best in serving my effectiveness as a leader with my team.

The *4DX MODEL* and not the *INFLUENCER MODEL* becomes the focal point when addressing implementation of my innovative plan with the executive management of my organization.

Thomas was a great read in reminding and rekindling the child like innocence approach to learning that one should not ignore. "*Learning is easily a fundamental thing we do from the day we are born to the day we die… For most of our lives, it is natural, it is effortless, everywhere but (in) school*" (*A New Culture of Learning*). It is important that the three key areas;

1. Passion,
2. Imagination,
3. Constraints,

be fundamental ideas that are factored in when developing and deploying my innovative plan. There is an inherent child in all of us looking to break forth provided the rules of the game are clearly established, engaging and fueling a passion to play and win. When students win, we all win.

The challenges I expect and have identified will be addressed through key crucial conversations prior to and during the implantation process. This I have captured in *INFLUENCER MODEL* for my team and the *4DX MODEL* for my superiors.

Impacting My Organization

From the perspective of my organization, adopting the CSLE as thoughtfully presented contributes well to feeding the company's branding. Industry's view of the company and its niche place in this area of training has it ranked with "preferred vendor" status for creativity and authenticity in face-to-face instruction. The CSLE takes that to another level that is consistent with industry expectations from us.

Getting people to think broadly about CSLEs lies with and relies on, exclusively the effectiveness of the leader. More specifically stated, the *differentiated* leader. Such a leader will come up against the single most challenging variable that must always be addressed… the attitudes or mindsets of the other conversationalists. Navigating that mine field starts with not trying to change everything but with the one (1) or two (2) clearly defined focused measurable goals. The differentiated leader then along with the team collectively establishes the ground rules achieving the outcomes, goes to work in consistently and perpetually working towards them. This will require an immediate, visible, and widely trackable scoreboard for unbiased accountability by and of all. Such an approach typically leaves no place for anyone to "run and hide", including the differentiated leader. But more importantly it feeds fostering a positive environment. Unfortunately, there may be the few, the exception to the rule who just will not play, and that becomes their loss which they regret later.

Personalizing this approach, my perspective has always been broad enough and has fed this narrative for as far back as I can remember. Now, it was not contextually well defined per the exposure to the terminologies, deeper dive models, case studies, and instructor discussions I .have received in this course. For that I am totally grateful and excited in moving forward in the hands-on integration with current and future projects I am involved with.

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