# AITD2016 ON TWITTER

**Great whistlestop tour of history of learning by @DonaldClark this morning at the AITD conference @aitd1 #AITD2016**

Tim Wedding
@tjwedding1

**Seriously considering applying WOL for my next project that required org involvement. Thanks @simongterry for the insight. #AITD2016**

Sandra Lammas
@sandra_lammas

**Collaboration paradox - the more tools and channels, the more fragmented interaction becomes @AnneBB @aitd1**

Jason Teoh
@jayteohkk

**Looking forward to creating some digital disruption today ;) #AITD2016**

Dr Anne Bartlett-Bragg
@AnneBB

**Learning transfer, @emmaweber, challenging us to think about what is learning, if it isn't applied, has it been learned? @aitd1 #AITD2016**

Andrew Hart
@Accolade_2015

**70:20:10 in performance improvement. 100% cannot come from the 10%. #AITD2016**

Sharon Ferrier
@MsPersuasive

**#AITD2016 curiosity, reflection and ownership lead to transfer of learning**

Ann Brady
@Learning_Lines

Rearmed and recharged after #AITD2016. Congratulations and thanks to all presenters & AITD staff. Added to my pro network. Time well spent.

**Robert Hunt**
**@robertjshunt**

Agree - this is my 5th AITD conference and #AITD2016 has been most valuable yet - thank you @ aitd1 team

**Michelle Ockers**
**@ MichelleOckers**

Doesn't matter how many crayons u have in your box, it's what u do with them" @PatPhillips1 #AITD2016

**Anna Keavney**
**@AnnaKeavney**

Marketing L&D - prepare a compelling pitch that appeals to your audiences pain points! Get help if don't know how to #AITD2016 @aitd1

**Justine Jardine**
**@justine_jardine**

Brilliant initiative by @MichelleOckers to run a twitter 101 workshop at start of @aitd1 conference - #AITD2016 will be trending today

**Ger Driesen**
**@GerDriesen**

Micro learning is relative. It might mean chunking a day-long course into 1-hour pieces spaced over time. #AITD2016

**Ryan Tracey**
**@ryantracey**

Day 1 takeaway #AITD2016. Innovation and passion are a good combination

**Robert Hunt**
**@robertjshunt**

#AITD2016 excited for day 2 of learning challenges!

**Jane Calleja**
**@Jane_DevelopYou**

# AITD2016 VISUAL NOTES – KEYNOTE PRESENTATIONS

AITD2016 delegates were encouraged to take visual notes to help retain information. Here is a selection of images created by Blair Rorani on behalf of AITD.

## Donald Clark

Donald Clark took us on us on a whistle-stop tour of over 100 figures who have shaped the learning landscape. He wrapped up AITD2016 with some mind-blowing tools including Oculus Rift, a virtual reality system.
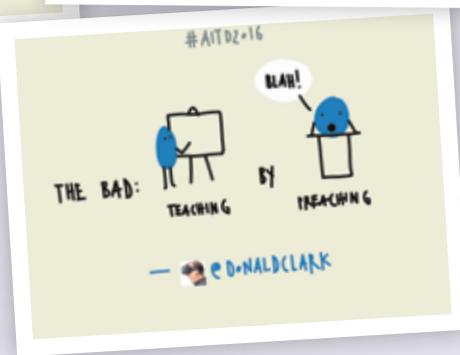


## Ger Driesen

Ger Driesen brought to life his research of artist Vincent Van Gogh's letters, drawings and paintings. Ger shared how Van Gogh's approach can be useful today to optimise workplace learning and performance support.
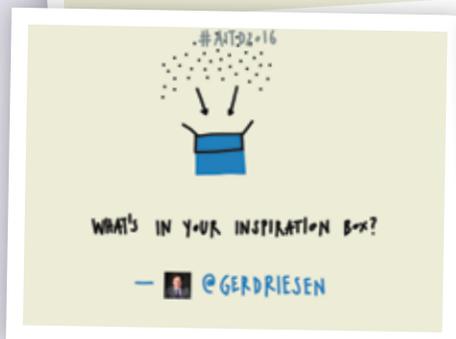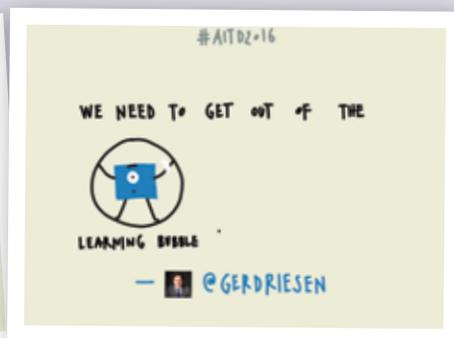
## Emma Weber

Emma Weber navigated the minefield of what works and why in successful learning transfer. She helped us consider the reality of what we can do from a strategic and practical perspective to create greater impact from our learning initiatives.
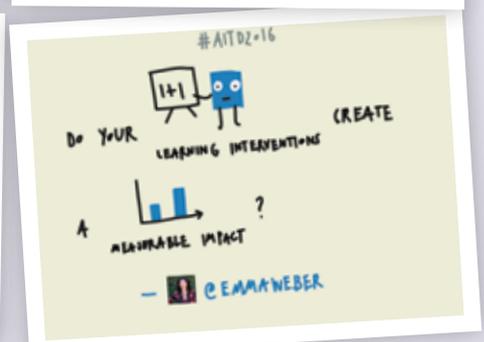
## Dr Anne Bartlett-Bragg

Dr Anne Bartlett-Bragg examined current research and practices and revealed a framework that can become a foundational element to establish our organisation's DQ (digital quotient). Case studies helped to illustrate different approaches that embrace the digital workplace strategies.
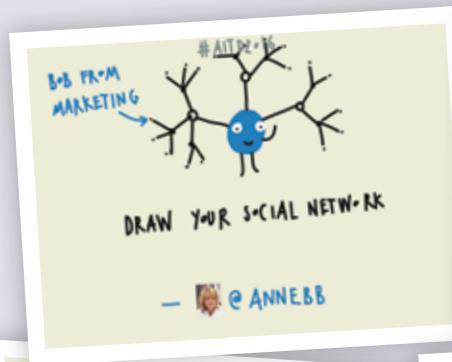
# CONFERENCE DELEGATE DIGEST

## AITD invited conference delegates to share their conference highlights of AITD 2016

This year's AITD conference brought me up to speed with latest trends - working out loud, 70:20:10, learning transfer, strategic leadership. It inspired fresh thinking and challenged long-held beliefs. I left with some clear-path new directions.

The conference opened with EdTech entrepreneur and iconoclast, Donald Clark, who lovingly listed, then tore down, almost all learning theories and their exponents, from Socrates, to Piaget, to modern day. Clark challenged all the giants on whose shoulders we, as learning practitioners, stand.

Joanne Jacobs' reference to Hackathons in the context of Innovation Cultivation got us all excited about future possibilities.

Ger Driesen's keynote address on Van Gogh's seven principles of Learning and Performance was original, well-crafted and illuminating.

On day two we had a chance to explore the key metanarratives of the conference with Reflective Discussion Groups.

Emma Weber got us to rethink Action Plans after training and recommended we ask program participants to create an accountability partner and use a calibration scale.

Dr Anne Bartlett-Bragg is a national treasure in learning and development. She shared emerging trends in the changing nature of work and how a digital workplace is influencing our approaches to how organisational learning is being perceived.

Donald Clark closed the conference with a peek-hole into the future with Virtual Reality and Artificial Intelligence.

Attendees were friendly and keen to connect. I'm left with my mind uplifted, having made some fun, fresh and professional friendships.

**Nina Sunday (@ninasunday)**

Here is my 'To Do Back at Work' List from the conference in the hope it gives you something practical to apply in your work:

- Create your own brand intentionally. Do for self and run a session for Advisors at work (Natalie Goldman)
- Develop triggers to build a habit of Working Out Loud (Simon Terry)
- Think inside the box – what resources, talents and energy do I have in front of me? (Ger Driesen)
- Reflection – speak, write, draw... that's how to become better. Develop a practise of reflection! What? So What? Now What? (Ger Driesen)
- Be intentional with LinkedIn engagement. Develop a network map (Neil Von Heupt)
- Develop an action plan for every training day for performance improvement. 3 x 30 min peer coaching follow up sessions (Emma Weber)
- Redesign feedback sheets to capture levels 3 and 4 and move from knowing to doing (Emma Weber)
- Learn more about micro learning to aid behavioural change (Matthew Mason)
- Delve into Digital Capabilities Framework. Where am I in this? What's required before I ask staff to share? (Anne Bartlett-Bragg)

Signing off as a former visual learner, ENFP and somewhere on Maslow's hierarchy to a WOL, 70:20:10, digital literacy beginner with a participatory mindset.

**Mara McDonald (@MaraMcDonald8)**

Wow! An amazing conference. Having been fortunate to attend a few industry conferences recently, and although the AITD is not the biggest, it is clear that size is not everything and that content is key! What blew me away was how welcomed I felt. Often at these events, you are not sure who is who and there are groups that stay together, making it difficult to network. But this was not the case at the AITD conference 2016.

It didn't matter who I spoke to, everyone was supportive, friendly and insightful. I can't say I had a favourite session as they were all fantastic. There were two is particular that I couldn't wait to share with my colleagues and action when I returned to work. These were, international keynote Donald Clark, who questioned every learning theory, and WOW! Did it start to make things clearer for me! Why are we so fixated with learning styles?

And then there was Emma Weber, on 'Transfer of Learning', with the key take away that it's not about knowing how to do something, but about putting into action. Often there are other reasons why the doing doesn't happen.

Lastly, Twitter, the new LinkedIn of the learning and development world. How cool is it to follow someone on Twitter and then meet them at conference? It's like "hey, I know that person" but you really don't, with that feeling that you have just bumped into a celebrity and they say hi back! Sign me up for next year!

**Abigail Sutton (@abi_suttonLD)**

## Networking at AITD 2016



Photos taken by David Smyth (www.davidsmythphotographer.com.au)

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