Building a Learning Ecosystem

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The Learning Ecosystem

10% Formal Learning

20% Informal Learning

70% On-the-Job Experience

10% Formal Learning

Investigators/Delegates

Structured

Formal Training

On Demand Training

Management Support

Continuous Reinforcement

Performance Support

Shared Knowledge

Unstructured

10% Formal Learning

20% Informal Learning

70% On-the-Job Experience
The Science of Learning

Interdisciplinary field of study that examines how people learn and how the learning and development (L&D) function can improve training.
Britt Andreatta – Neuroscience of Learning

Growth Mindset vs Fixed Mindset

Carol Dweck, Stanford Professor
Fundamentals of Adult Learning

- Team-Based (collaboration and reciprocity)
- Practical, Goal-Oriented, Problem-Centered
- Connect
- Acknowledgement and Feedback
- Support
- Guidance and Development (mentorship and coaching)
- Shared Knowledge
- Performance Support
- Continuous Reinforcement
- Management Support
- On Demand Training
- Formal Training
- Shared Experiences (storytelling)
- Different Learning Styles (visual, auditory, kinesthetic)
- Self-Directed (needs and goals)
LEARNING NEVER ENDS
THANK YOU.