

New Vision in HR 2012
Bratislava, Slovakia

Social Learning

The Perfect Storm for a New Millennium Learning Experience

Filipe Carrera



@filipecarrera



What's New in Training?

- Product life cycle
- More know-how needed
- Knowledge as competitive advantage
- Less time and money
- More rotation
- Multimedia world



Limitations of Traditional Training

- Different levels of knowledge
- Memory is not an option
- Not “just- in-time”
- Using computers
- The “Manuals”



Lets Build a Paper Plane

- Fold a A4 paper in half on the longer side
- On the top fold the paper in 2 triangles towards the center
- Fold it back
- Turn back and fold over 2 new triangles on the top
- Fold it in half from the longer side
- Make a small turn in order to be able to grab
- Open it again and fold symmetrically the parts not fold
- Final touch make two cuts to make the flaps



Now my Way 😊



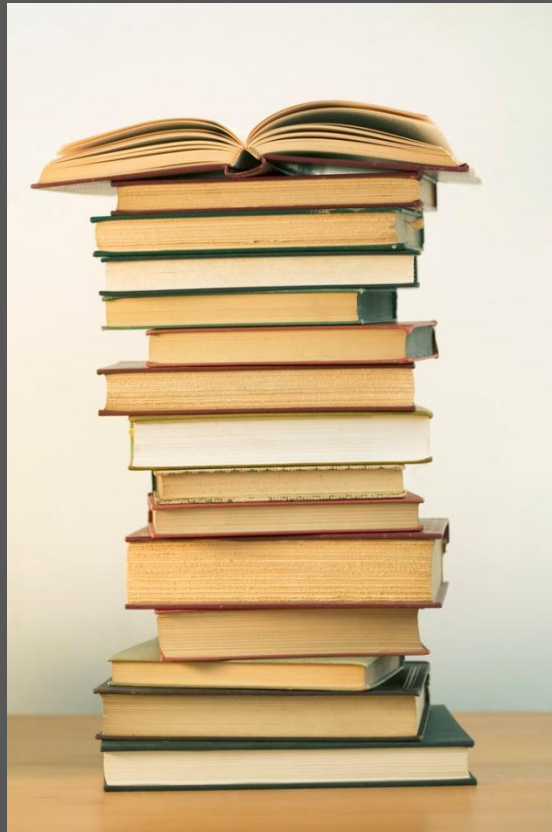
The New Workplace

- Baby boomers
- X
- Y
- Millennials



The Knowledge Transfer

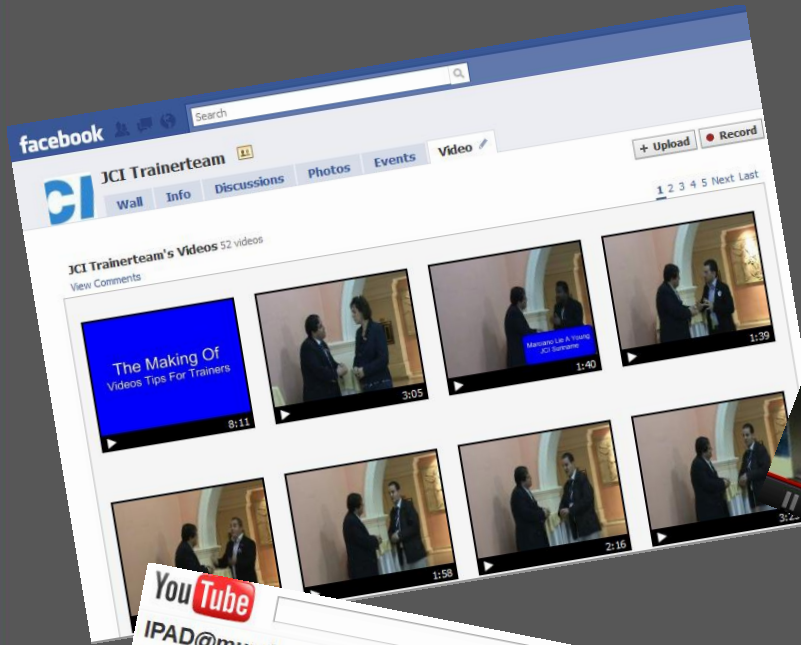
Externalization



Socialisation



The Role of Social Media



A screenshot of a YouTube video description for 'Video Tips for Trainers'. The description states: 'The goal of this channel is to give to trainers around the world the possibility to access the best training advice from the finest trainers of Junior Chamber International (JCI). This channel was developed by JCI Trainers Team Europe, composed by Filipe Carrera (2009 JCI Training Commissioner for Europe - JCI Portugal), Andreas Rostler (JCI Germany), Kai Roer (JCI Norway), Elena Desrosiers (JCI Russia) and Carlo van Nibelen (JCI Belgium), under supervision of Nicole ... More'. Below the description is a table of video content.

#	Name	Time	Released	Description	Popularity	Price
1	The Making of the Video Tips For Trainers	8:11	09/12/09	See this The Making of the Video Tips For Tr...	1	FREE
2	The Video Tips For Trainers Project	3:05	09/12/09	Nicole Van Hely (2009 JCI Training Director...	1	FREE
3	De Trouver du Contenu pour la Formation (F...	1:39	09/12/09	Adib Bensalem JCI Morocco comment faire...	1	FREE
4	Affaire à des Participants Difficiles (Françes)	1:48	09/12/09	Frédéric de Boudier JCI France comment fai...	1	FREE
5	How to Market Trainings	1:58	09/12/09	Marciano Luk A Young (JCI Tunisia) shares his...	1	FREE
6	Choosing Training Subjects	2:16	09/12/09	Fares Ben Soullah (JCI Tunisia) explains ho...	1	FREE
7	Mentoring Trainers	3:25	09/12/09	Fares Ben Soullah (JCI Tunisia) explains ho...	1	FREE
8	Getting to CHT	2:48	09/12/09	Vincent Kavege 2009 JCI Training Commis...	1	FREE
9	Valider Heures de Formation (Français)	3:05	09/12/09	Thomas George K. (JCI India) explains how...	1	FREE
10	JCI Normes de Formation (Français)	3:03	09/12/09	Thomas George K. (JCI India) explains how...	1	FREE
11	Using Different Training Locations	1:10	09/12/09	Thomas George K. (JCI India) explains how...	1	FREE
12	How to Progress as Trainer					

Knowledge Pills Methodology

- Facilitates transfer of know-how
- Each employee is seen as training agent
- Reduces costs
- “Just-in-time training”
- “We-Learning”



www.Edupills.eu



D'akujem!!!!

info@filipecarrera.com