

Performance Adjacent Learning: A new frontier for L&D

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Hello & Welcome

Poll: What is the primary mode of learning in your organization today?



Introduction

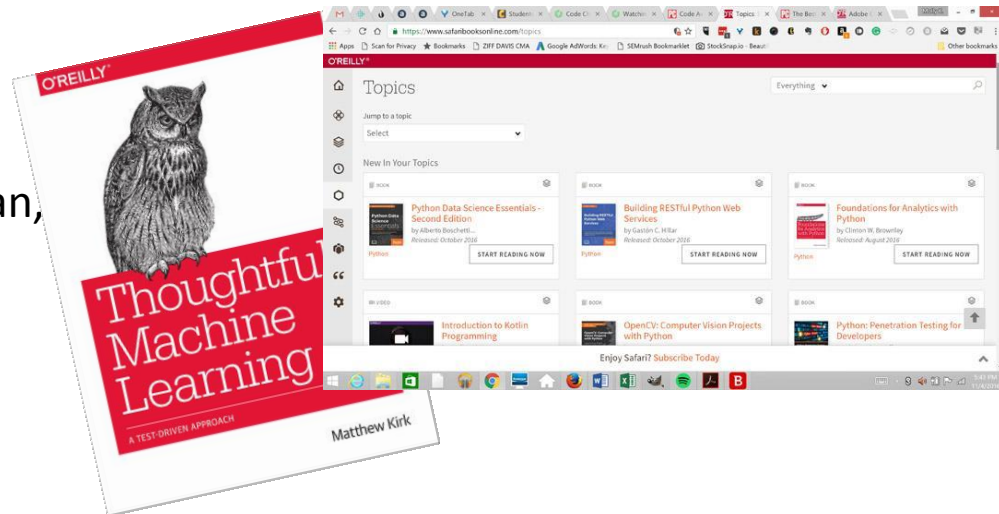
O'Reilly

- Providing learning for almost 40 years
- Founder / CEO Tim O'Reilly
- 400+ employees
- 4,000+ enterprises, 60,000+ individuals globally
- Offices in US, Canada, UK, Japan, China



Karen Hebert-Maccaro

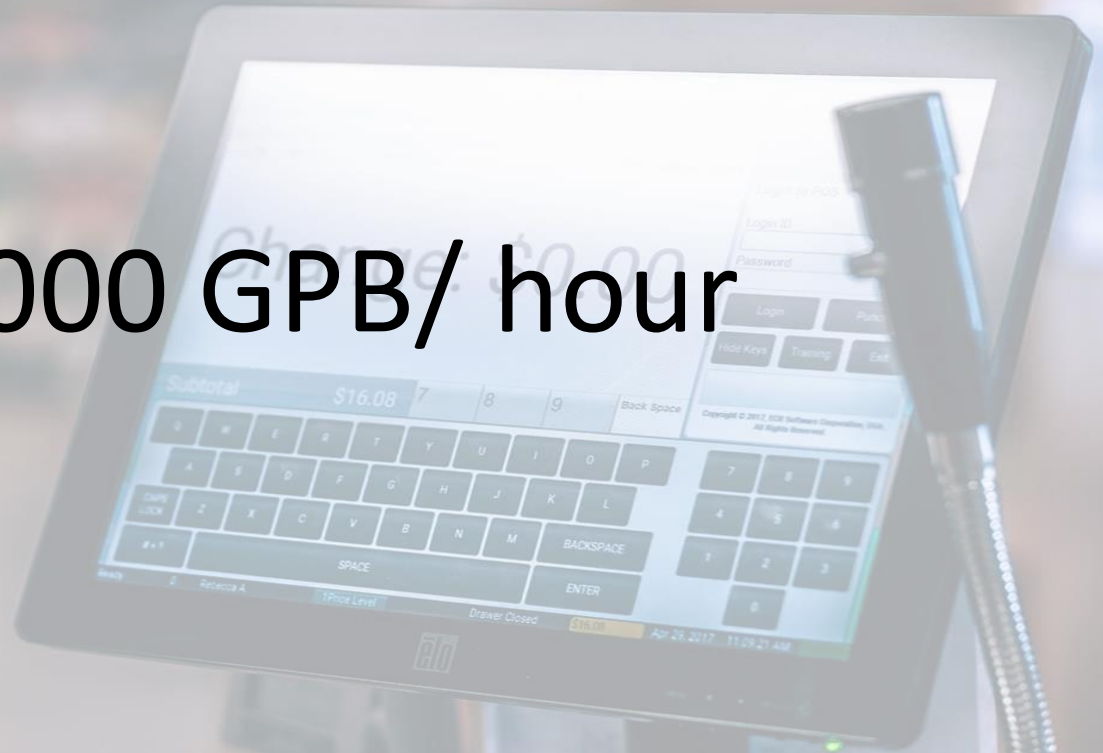
- Chief Content Officer
- Former Chief Learning Officer
- Former professor/dean



A Story: The Deal with No Discussion



130,000 GPB/ hour



A person's hands are shown typing on a laptop keyboard. The background is a blurred office setting. A semi-transparent code editor window is overlaid on the right side of the image, displaying JavaScript code. The text 'Saves ~360,000 GBP estimated' is centered in the lower half of the image.

Saves ~360,000 GBP
estimated

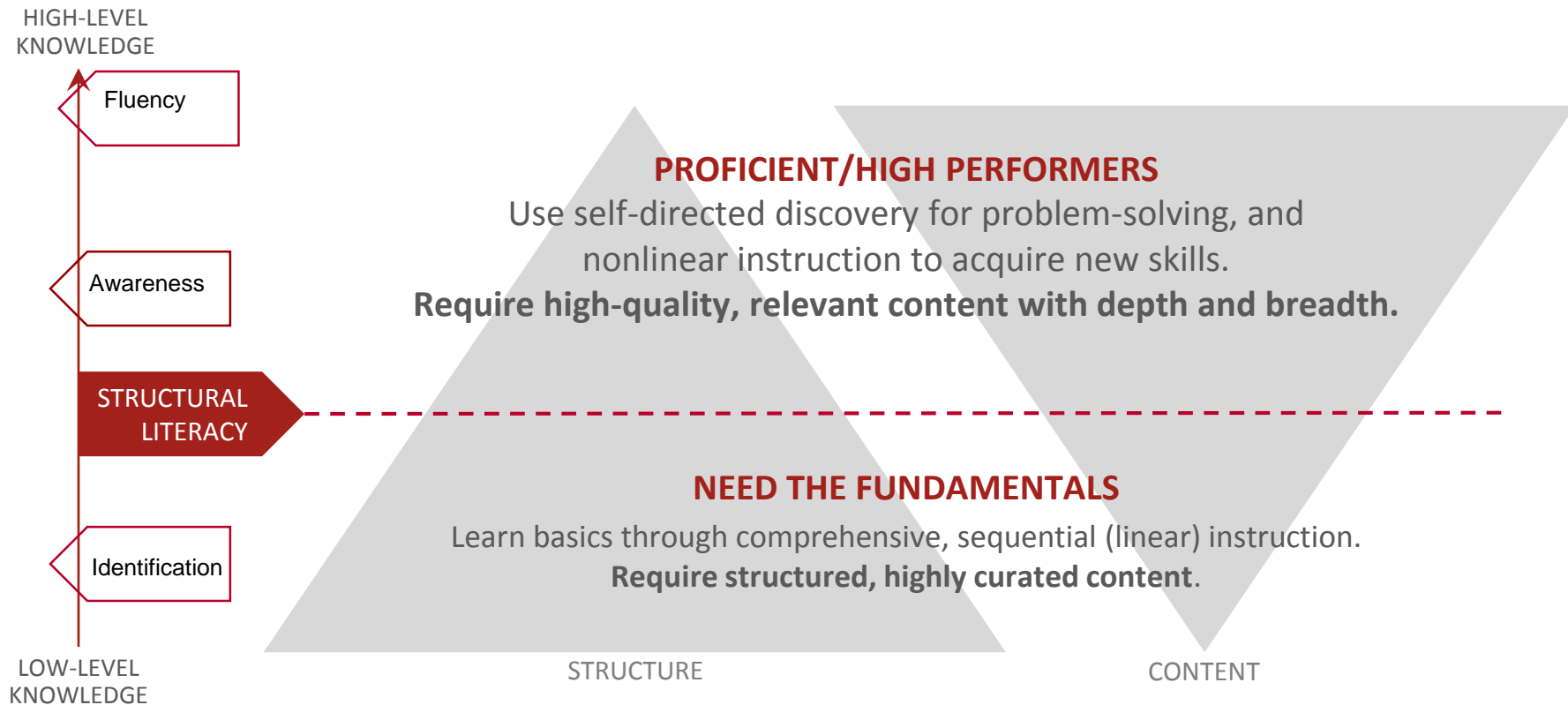
```
1  
2 function nextInLine(arr,  
   item) {  
3   // Your code here  
4   arr.push(6);  
5   arr.shift();  
6   return arr; // Change this  
   line  
7 }  
8  
9 // Test Setup  
10 var testArr = [1,2,3,4,5];  
11  
12 // Display Code  
13 console.log("Before: " +  
   JSON.stringify(testArr));  
14 console.log(nextInLine(testAr  
   r, 6)); // Modify this line  
   to test.  
15 console.log("After: " +  
   JSON.stringify(testArr));  
16
```

The Challenge:

Corporate learning must adapt to meet the needs of the full spectrum of **learner proficiency** and **point of need**



Professional Skills Development Framework

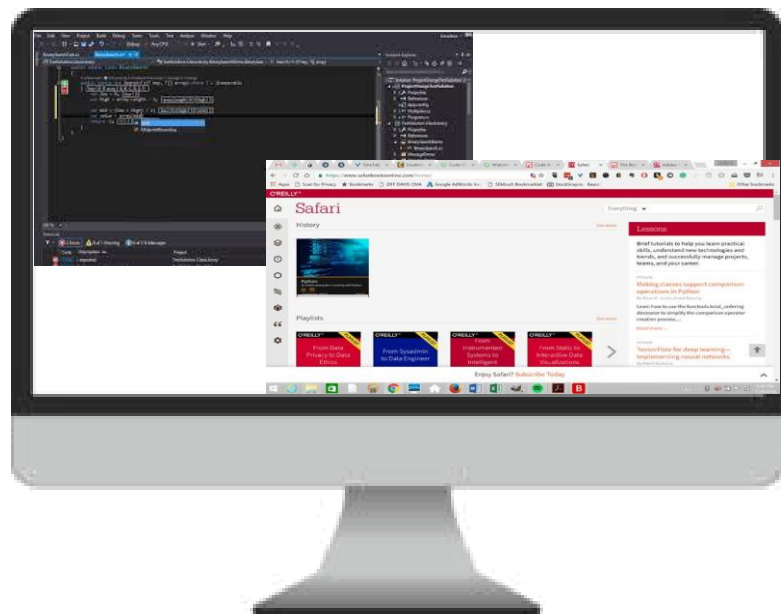
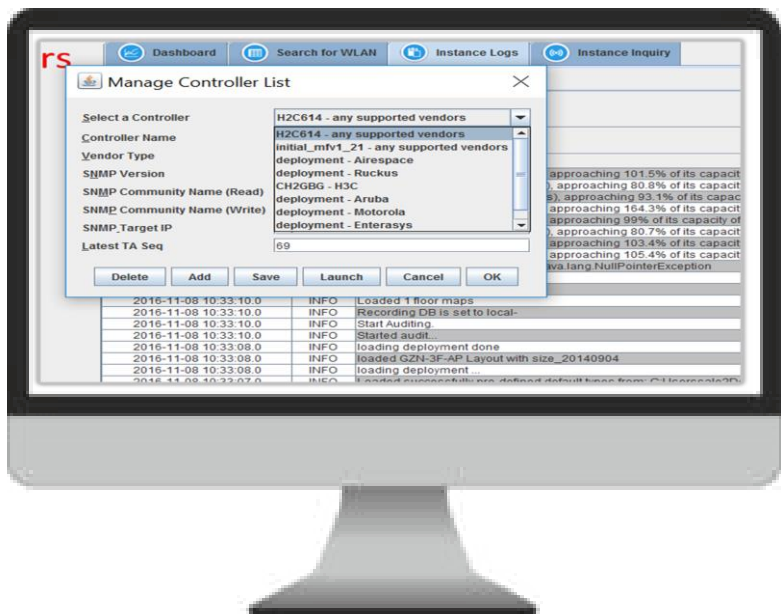


Five “Moments” of Learning Need

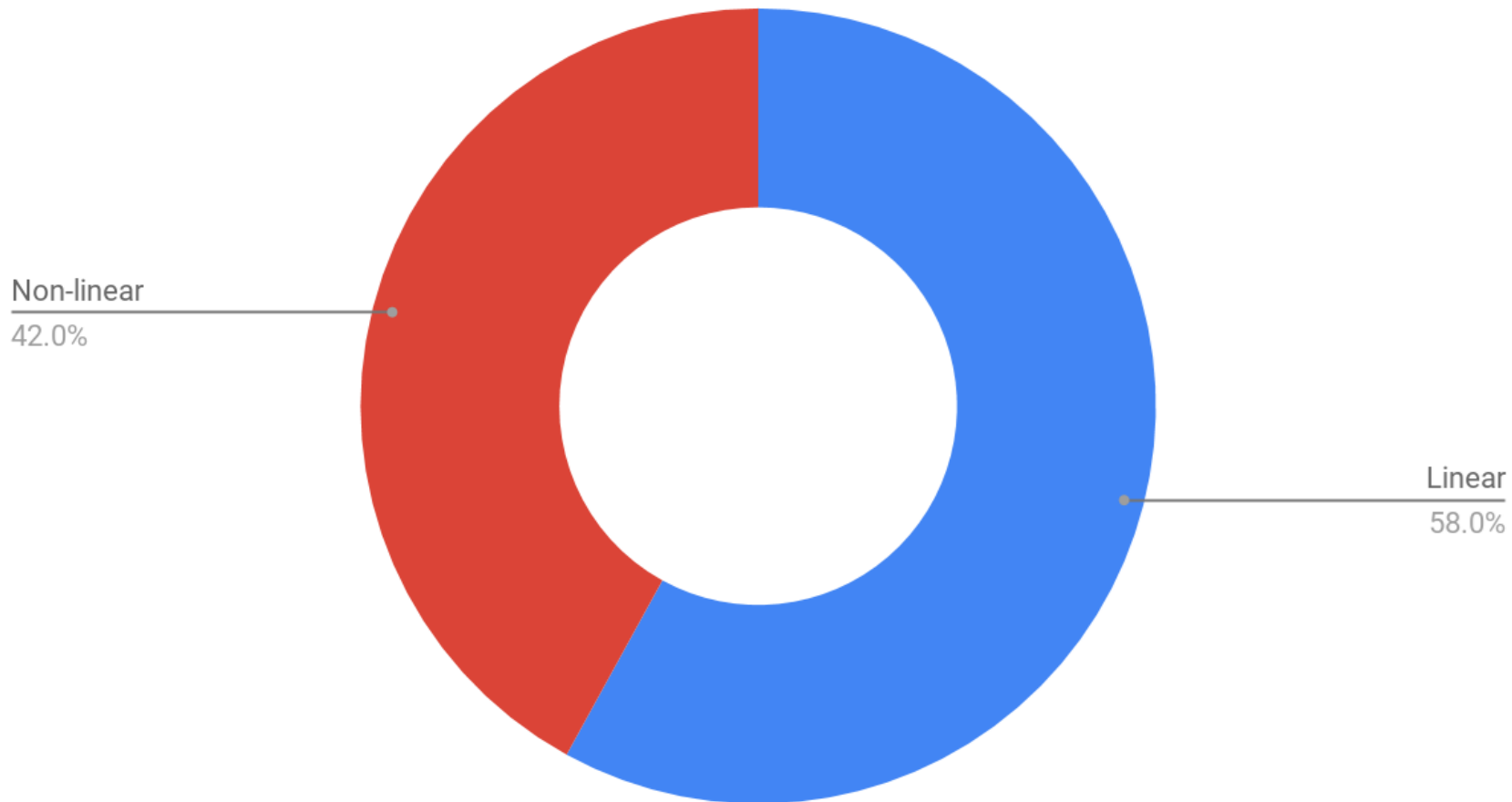
1. New
2. More
3. Apply
4. Solve
5. Change

The first two moments are generally more structured and the last three are likely to involve more informal learning including performance support techniques

Performance Support and Performance Adjacent - OTJ Spectrum



O'Reilly/Safari Linear v. Non-Learning Learning Behavior (1 Quarter)



The Learning Landscape ~~changed~~ ^{already has} ~~is~~ Changing



Photo by [Billetteo Editorial](#) on [Unsplash](#)

Photo by [Jesper Aggergaard](#) on [Unsplash](#)

Photo by [Andres Urena](#) on [Unsplash](#)

3 Ways Embrace Performance Adjacent Learning

1

Be in the know! Keep performance support and performance adjacent usage front of mind when selecting and designing learning experiences

3 Ways Embrace Performance Adjacent Learning

2

Refine search functionality - the better the ability to strike with precision the increased likelihood of performance adjacency - *remember FRICTIONLESS is key*

3 Ways Embrace Performance Adjacent Learning



Explore new user interface options such as voice or AR that enable minimal disruption to/from the workflow

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