

3 keys to unlocking modern team based learning

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Strategic Partnerships

 **BOOKCLUB**

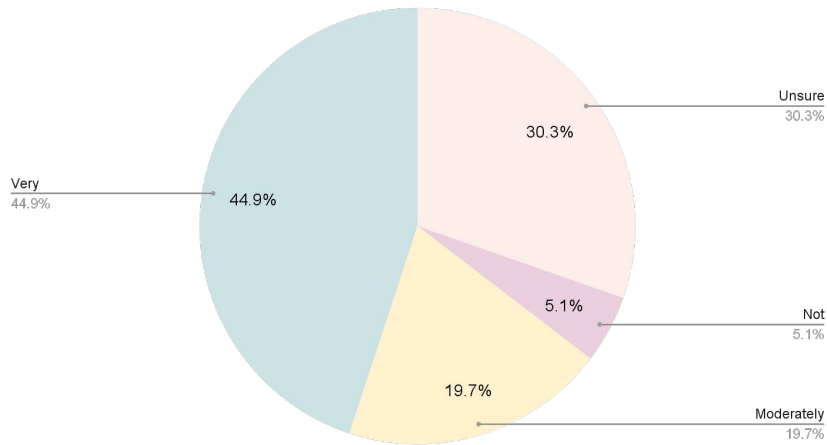
Inspire **compassion**
& **learning** through great
books and stories.

AGENDA

- How we think about Team Based Learning (TBL)?
- Obstacles to effective TBL
- The Rabbit Effect
- ACDC – 3 keys to effective TBL
- Practical ways of implementing ACDC
- Q&A

Pre-Registration Q&A

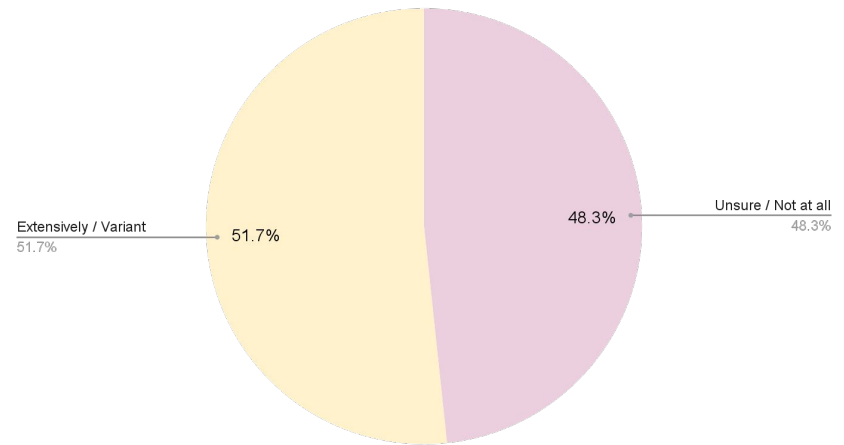
How effective do you believe team based learning is?



Selected Responses

- “Quite effective - there is more knowledge sharing”
- “Very effective. It helps build trust.”
- “Effective, group buy-in and accountability”
- “Extremely effective; it helps with alignment”
- “It's spotty at best, too many silos”

How does your organization utilize team based learning?



Selected Responses

- “We do book clubs so we can learn together”
- “Cohort based learning”
- “Group reflection and course correction”
- “For problem solving projects”
- “Rarely. Too global and it isn't scalable”

Team Based Learning (TBL)

Definition

Training initiatives that rely on dialogue within cohorts as one of its core learning modalities

Obstacles

What obstacles to effective TBL have you experienced?

Obstacles

Generational Gaps

Lack of resources

Not Relevant

Remote/Hybrid

Learning Retention

Leadership buy-in

Cost of Learning Programs

US- \$160 Billion



Global- \$356 Billion



Lack of Perceived ROI

Only 10–25 % of Corporate Learning programs are thought to be effective

<https://www.forbes.com/sites/hbsworkingknowledge/2016/07/25/companies-waste-billions-of-dollars-on-ineffective-corporate-training/?sh=48b76ad94d22>

<https://www.businesswire.com/news/home/20200709005535/en/Employers-Wasting-Billions-on-the-Wrong-Training>



Lack of Perceived ROI

“Organizations need **fertile soil** in place before the **seeds** of training interventions can **grow**.”

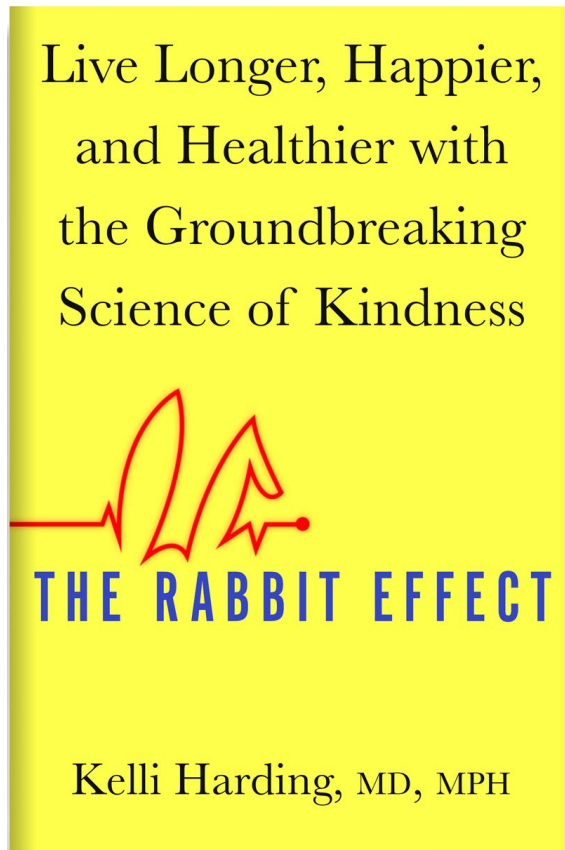
Lack of Perceived ROI

When the researchers looked at a corporate training program aimed at improving problem solving and communication between managers and subordinates, they discovered that success varied across the company.

Lack of Perceived ROI

Improvements were **greater** in units that had already developed a **safe climate** in which subordinates felt free to speak up.

The Rabbit Effect



<https://www.kellihardingmd.com/the-rabbit-effect>

ACDC – 3 keys



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ACDC – 3 keys

Alignment

Shared language, shared understanding,
and shared vision



Connection

Shared experiences and shared interests
that inspire compassion



Development

indications of individual improvement
and team growth



Curiosity

new ideas and innovation
sparked by the proper conditions
for true collaboration

Alignment

1. Align with business leaders on outcomes
2. Align with teams on relevance
3. Align with learners on preferences

Connection

1. Connect with kindness and caring
2. Connect with frequent, deep dialogue
3. Connect with gratitude and genuine interest

Development

1. Develop with varied modalities
2. Develop with conversation and storytelling
3. Develop with check-ins and frequent follow-ups

Curiosity

Q&A



Let's Connect!



Ben Lowell on LinkedIn