



## What Smart Trainers Need To Know Chat Box

11:00:56 From Erica Beggan To Everyone:

Happy Friday Everyone!

11:01:23 From Anh Nguyen To Everyone:

Hello all! Happy Friday!

11:02:01 From Anh Nguyen To Everyone:

Welcome to Learning Rebels Coffee Chat!!

11:02:23 From Kristen Washok To Everyone:

First timer!! Fort Worth, Texas! Happy Fri-Yay!

11:02:27 From Kacy Carter To Everyone:

Not first time, but joining from NC

11:02:28 From Anh Nguyen To Everyone:

Reacted to "First timer!! Fort W..." with ❤️

11:02:30 From Jane Carpenter To Everyone:

Not first time, but first in a LONG time! from Milwaukee. Yes. Snow.

11:02:32 From Jeff Hanson To Everyone:

First time, located in Bend Oregon.

11:02:32 From Jason Dreyer To Everyone:

Welcome Kristen

11:02:41 From Anh Nguyen To Everyone:

Whoa!!! I'll be in Chicago next weekend. Hopefully no snow.

11:02:43 From Kristen Washok To Everyone:  
Reacted to "Welcome Kristen" with 👍

11:02:43 From Erica Beggan To Everyone:  
Reacted to "First time, located ..." with 🙌

11:02:45 From Amy Crossley To Everyone:  
First time! Joining from Pennsylvania!

11:02:45 From Jim Wiseman To Everyone:  
First timer, located in Jefferson City, MO

11:02:57 From Erica Beggan To Everyone:  
Reacted to "Not first time, but ..." with 🙌

11:03:01 From Anh Nguyen To Everyone:  
Reacted to "Not first time, but ..." with ❤️

11:03:03 From Anh Nguyen To Everyone:  
Reacted to "Not first time, but ..." with ❤️

11:03:04 From Jason Dreyer To Everyone:  
Welcome Amy and Jim

11:03:07 From Erica Beggan To Everyone:  
Reacted to "First timer!! Fort W..." with 🙌

11:03:09 From Jane Carpenter To Everyone:  
Reacted to "First time, located ..." with 🙌

11:03:20 From Erica Beggan To Everyone:  
Reacted to "First time! Joining ..." with 🙌

11:03:24 From Erica Beggan To Everyone:  
Reacted to "First timer, located..." with 🙌

11:04:43 From Anh Nguyen To Everyone:  
Reacted to "First time, located ..." with ❤️

11:05:22 From Anh Nguyen To Everyone:  
Reacted to "Welcome Amy and Jim" with ❤️

11:05:25 From Anh Nguyen To Everyone:  
Reacted to "First timer, located..." with ❤️

11:05:28 From Anh Nguyen To Everyone:  
Reacted to "First time! Joining ..." with ❤️

11:05:48 From Jim Wiseman To Everyone:

Blended delivery of training...

11:06:02 From Jane Carpenter To Everyone:

use of eLearning/development software - all types


11:06:10 From Anh Nguyen To Everyone:

From my observer's standpoint: tech tools.

11:06:17 From Jason Dreyer To Everyone:

Mastery of virtual engagement

11:06:23 From Anh Nguyen To Everyone:

Reacted to "Mastery of virtual e..." with 


11:06:29 From Leslie Fritz To Everyone:

Learning how to assess/analyze/choose e-learning platforms

11:06:30 From Justine Jardine To Everyone:

Learning analytics.

11:06:36 From Anh Nguyen To Everyone:

Reacted to "Blended delivery of ..." with 

11:06:38 From Jim Wiseman To Everyone:

great point Jason, must master VILT...


11:06:42 From Anh Nguyen To Everyone:

Reacted to "great point Jason, m..." with 

11:06:45 From Anh Nguyen To Everyone:

Reacted to "Learning analytics." with 

11:06:52 From Anh Nguyen To Everyone:

Reacted to "Learning how to asse..." with 

11:07:04 From Erica Beggan To Everyone:

Accessibility and Inclusion

11:07:13 From Jim Wiseman To Everyone:

master the engagement piece...

11:07:29 From Jane Carpenter To Everyone:

micro-learning just in time

11:07:45 From Anh Nguyen To Everyone:

Here's the link for Miro - <https://miro.com/app/board/uXjVNTedRRA=>

11:08:10 From Jane Carpenter To Everyone:

I'm blocked by my co

11:08:21 From Anh Nguyen To Everyone:

Reacted to "I'm blocked by my co" with 🙄

11:08:24 From Jason Dreyer To Everyone:

Reacted to "Accessibility and In..." with 🙄

11:08:35 From Jane Carpenter To Everyone:

Thank you! :)

11:09:54 From Joyce Pickering To Everyone:

I guess with the use of AI, be able to keep an eye on the AI to make sure it doesn't incorporate information from sources you don't want utilize?

11:09:59 From Anh Nguyen To Everyone:

Reacted to "I guess with the use..." with 🙄

11:10:08 From Amy Crossley To Everyone:

Reacted to "I guess with the use..." with 👍

11:10:26 From Denise Catanzarite To Everyone:

Curators

11:10:38 From Erica Beggan To Everyone:

Reacted to "Curators" with 👍

11:11:50 From Kacy Carter To Everyone:

Combination of live training with resources available for their own work after the session ends

11:12:09 From Jane Carpenter To Everyone:

Reacted to "Combination of live ..." with 👍

11:12:18 From Andrea Jessop To Everyone:

Reacted to "Combination of live ..." with 👍

11:12:41 From Kacy Carter To Everyone:

Everyone is so busy- How to engage in a timely manner so to optimize mental presence during sessions

11:12:47 From Anh Nguyen To Everyone:

Reacted to "Everyone is so busy-..." with 👍

11:12:53 From Denise Catanzarite To Everyone:

I know that with a stakeholder conversation I just had this AM, the ask is to make "training" more informal (self directed) and available in the moment of need

11:12:59 From Kacy Carter To Everyone:

Replying to "Everyone is so busy-..."

Lots of multitasking happens which is distracting to all

11:13:16 From Justine Jardine To Everyone:

To me where L&D is headed differs quite a lot depending on the organization and/or industry. There are different expectations across the board.

11:13:29 From Jim Wiseman To Everyone:

Reinforcement and evaluation to ensure the learning is being applied...

11:13:46 From Erica Beggan To Everyone:

Becoming more like L&D SMEs that have the ability to vet quality of other's developed content to make adjustments rather than developing wholly ourselves.

11:13:47 From Anh Nguyen To Everyone:

Reacted to "I know that with a s..." with 👍

11:13:50 From Anh Nguyen To Everyone:

Reacted to "To me where L&D is h..." with 👍

11:13:54 From Denise Catanzarite To Everyone:

If you make they will learn - nope!

11:13:59 From Anh Nguyen To Everyone:

Reacted to "Becoming more like L..." with 👍

11:14:02 From Jane Carpenter To Everyone:

Reacted to "Becoming more like L..." with 👍

11:14:28 From Kacy Carter To Everyone:

No

11:14:28 From Lillian McCuen To Everyone:

no

11:14:29 From Amanda Hall To Everyone:

yes

11:14:30 From Joyce Pickering To Everyone:

no

11:14:30 From Erica Beggan To Everyone:

Y

11:14:32 From Andrea Jessop To Everyone:

no

11:14:32 From Molly Schultz To Everyone:

yes

11:14:35 From Jeff Hanson To Everyone:

no

11:14:35 From Jim Wiseman To Everyone:

no

11:14:36 From Amy Crossley To Everyone:

no

11:14:36 From Jason Dreyer To Everyone:

Yo

11:14:36 From Denise Catanzarite To Everyone:

N

11:14:37 From Kristen Washok To Everyone:

NO

11:14:43 From Jane Carpenter To Everyone:

not MIRO, but agile boards

11:14:46 From Justine Jardine To Everyone:

A refresher would be good.

11:16:06 From Anh Nguyen To Everyone:

Reacted to "A refresher would be..." with 

11:20:36 From Erica Beggan To Everyone:

@Anh - sorry for the comment on one of the post-it's in Tech; I'm on my phone and. It using app. Doesn't seem I can do anything but leave a comment.

11:20:52 From Denise Catanzarite To Everyone:

some interactive eLearning tool (

11:21:14 From Anh Nguyen To Everyone:

Replying to "@Anh - sorry for the..."

No worries. I can add it as text for you.

11:21:29 From Amanda Hall To Everyone:

I feel like the need to upskill as a trainer is critical today. On some days I feel like I can't keep up.

11:22:20 From Erica Beggan To Everyone:

Reacted to "No worries. I can ad..." with 👍

11:22:50 From Anh Nguyen To Everyone:

'Basic coding comprehension' contributed by @Erica Beggan

11:23:43 From Joyce Pickering To Everyone:

In a perfect world, I would be able to leverage the LMS reporting to use the data to be able fine tune learning plans to support business needs. However, ppl are only interested in completions and either don't want to or know what else that data could do.

11:24:00 From Jason Dreyer To Everyone:

oh no

11:24:36 From Justine Jardine To Everyone:

Amanda, you aren't alone feeling that way.

11:24:54 From Amanda Hall To Everyone:

Reacted to "Amanda, you aren't..." with 👍

11:25:40 From Anh Nguyen To Everyone:

Reacted to "I feel like the need..." with 🙏

11:27:01 From Shannon Tipton To Everyone:

<https://www.learningrebels.com/2023/10/26/navigating-the-future-of-ld-top-5-skills-you-cant-ignore/>

11:30:27 From Anh Nguyen To Everyone:

Reacted to "In a perfect world, ..." with 👍

11:37:58 From Jean Eckhoff To Everyone:

Can you give an example of using community?

11:38:05 From Anh Nguyen To Everyone:

Reacted to "Can you give an exam..." with 👍

11:38:46 From Jane Carpenter To Everyone:

learner & manager feedback

11:41:20 From Jane Carpenter To Everyone:

It's nice to be in a co that does collect learner/manager feedback (a separate group of people do that) so we can concentrate on development, etc.


11:42:13 From Jean Eckhoff To Everyone:

Ahhh...okay. Thank you that helps. I will definitely attend next week. Thank you!

11:43:34 From Erica Beggan To Everyone:

With that, it means a continuation of breaking down more barriers in our orgs in how learning is obtained and democratizing learning.


11:44:03 From Jason Dreyer To Everyone:

Reacted to "With that, it means ..." with 


11:45:07 From Jason Dreyer To Everyone:

Then it all becomes noise


11:45:14 From Jean Eckhoff To Everyone:

Reacted to "Then it all becomes ..." with 

11:45:22 From Erica Beggan To Everyone:

Reacted to "Then it all becomes ..." with 


11:45:26 From Justine Jardine To Everyone:

Reacted to "Then it all becomes ..." with 


11:47:10 From Jean Eckhoff To Everyone:

Being okay with not 100% perfect training


11:47:18 From Abby Johnson To Everyone:

Reacted to "Being okay with not ..." with 

11:47:26 From Anh Nguyen To Everyone:

Reacted to "Being okay with not ..." with 

11:47:48 From Jason Dreyer To Everyone:

Reacted to "Being okay with not ..." with 

11:48:34 From Jean Eckhoff To Everyone:

Being able to pivot suddenly


11:48:37 From Jane Carpenter To Everyone:

staying in touch with each other on a regular cadence


11:48:52 From Justine Jardine To Everyone:

work iteratively.

11:48:59 From Justine Jardine To Everyone:

Reacted to "Being able to pivot ..." with 

11:49:05 From Justine Jardine To Everyone:

Reacted to "staying in touch wit..." with 

11:49:06 From Jean Eckhoff To Everyone:

Being able to figure out what didn't work and create a substitute

11:49:15 From Erica Beggan To Everyone:



Being willing to let go of our expectation of what learning “should” be.

11:49:17 From Jean Eckhoff To Everyone:

influene

11:49:19 From Jean Eckhoff To Everyone:

influence

11:49:19 From Justine Jardine To Everyone:

Not focus on perfection.

11:49:27 From Abby Johnson To Everyone:

Reacted to "Being willing to let..." with 👍

11:49:29 From Erica Beggan To Everyone:

Reacted to "influene" with 100

11:49:43 From Erica Beggan To Everyone:

Reacted to "Being able to figure..." with 👍

11:49:47 From Erica Beggan To Everyone:

Reacted to "work iteratively." with 👍

11:49:48 From Justine Jardine To Everyone:

Reacted to "Being willing to let..." with 👍

11:49:50 From Shannon Tipton To Everyone:

Reacted to "work iteratively." with 👍

11:50:01 From Erica Beggan To Everyone:

Reacted to "Being able to pivot ..." with 👍

11:50:04 From Erica Beggan To Everyone:

Reacted to "Being okay with not ..." with 100

11:50:06 From Andrea Jessop To Everyone:

flexibility, humility -- characteristics, maybe, rather than skills

11:50:18 From Justine Jardine To Everyone:

Reacted to "flexibility, humilit..." with 👍

11:50:19 From Jean Eckhoff To Everyone:

Knowing who is your audience - basic, I know, but an agile approach means that product training for one group could be different for another group

11:50:20 From Andrea Jessop To Everyone:

ability to see the big picture, and the details..

11:50:44 From Denise Catanzarite To Everyone:

for my world it means being flexible to meeting the needs of the learner - we are 100% virtual and there are a variety of learning style needs, so it seems like a single learning solution always leaves someone's need out. So now its taking having a video, and a step-by-step documentation, and a meeting to touch all the bases

11:50:55 From Jean Eckhoff To Everyone:

Reacted to "for my world it mean..." with 👍

11:50:57 From Anh Nguyen To Everyone:

Reacted to "for my world it mean..." with 👍

11:51:00 From Anh Nguyen To Everyone:

Reacted to "ability to see the b..." with 👍

11:51:02 From Andrea Jessop To Everyone:

Reacted to "for my world it mean..." with 👍

11:51:07 From Anh Nguyen To Everyone:

Reacted to "Knowing who is your ..." with 🎯

11:51:15 From Jean Eckhoff To Everyone:

Knowing how different generations want to or prefer to learn

11:51:50 From Jane Carpenter To Everyone:

we need to also keep upskill ing ourselves on how the brain works & what makes for clear, easy to grasp content

11:52:14 From Justine Jardine To Everyone:

Reacted to "we need to also keep..." with 👍

11:53:30 From Erica Beggan To Everyone:

"I do not think that word means what you think it means" - jargon used in describing what L&D does.

11:53:42 From Jason Dreyer To Everyone:

Reacted to ""I do not think that..." with 🙄

11:54:07 From Anh Nguyen To Everyone:

Reacted to ""I do not think that..." with 😊

11:54:27 From Jane Carpenter To Everyone:

Reacted to ""I do not think that..." with 😊

11:55:28 From Jean Eckhoff To Everyone:

Totally agree! Presentations do Not equal training!

11:55:34 From Anh Nguyen To Everyone:

Reacted to "Totally agree! Pres..." with 🙌

11:55:37 From Jason Dreyer To Everyone:

Reacted to "Totally agree! Pres..." with 🙌

11:55:51 From Joyce Pickering To Everyone:

Reacted to "Totally agree! Pres..." with 👍

11:56:01 From Jason Dreyer To Everyone:

I like to ask them, "What does that mean to you?"

11:56:02 From Jean Eckhoff To Everyone:

Love that Amanda!

11:56:05 From Erica Beggan To Everyone:

Replying to "'I do not think that...'"

Sorry, I was quoting Inigo Montoya in consideration of what Justine mentioned about all the terms she's seen in PDs.

11:56:28 From Amanda Hall To Everyone:

Reacted to "I like to ask them..." with 👍

11:56:37 From Jason Dreyer To Everyone:

Reacted to "Sorry, I was quoting..." with ❤️

11:58:38 From Jean Eckhoff To Everyone:

Thank you Shannon!!

11:58:59 From Anh Nguyen To Everyone:

Did you enjoy connecting with L&D pros on Coffee Chat today?? Join the Learning Rebels Community to continue the connection and learning.

<https://learning-rebels-network.mn.co>

11:59:12 From Jane Carpenter To Everyone:

Reacted to "Thank you Shannon!!" with 👍

11:59:17 From Anh Nguyen To Everyone:

Thank you for joining us today!! You'll receive an email with all the details to access the video replay and any resources. If you'd like to access to this and all Learning Rebels resources 24/7, you'll find them in the Learning Rebels Community!

11:59:43 From Erica Beggan To Everyone:

Reacted to "I like to ask them, ..." with 👍

11:59:45 From Anh Nguyen To Everyone:

For all Learning Rebels events in November:

<https://learningrebels.com/events>

11:59:58 From Justine Jardine To Everyone:

Reacted to "Did you enjoy connec..." with 👍

12:00:16 From Shannon Tipton To Everyone:

<https://www.learningrebels.com/2023/10/26/navigating-the-future-of-ld-top-5-skills-you-cant-ignore/>

12:00:21 From Jason Dreyer To Everyone:

Thank you!

12:00:29 From Anh Nguyen To Everyone:

Reacted to "Thank you!" with ❤️

12:00:33 From Anh Nguyen To Everyone:

Reacted to "https://www.learning..." with 👍

12:01:09 From Erica Beggan To Everyone:

Replying to "for my world it mean..."

Oddly enough, multi-modal offerings is a part of Universal Design for Learning which helps to do exactly what you've mentioned.

12:01:32 From Jean Eckhoff To Everyone:

Thank you Shannon!

12:01:32 From Kristen Washok To Everyone:

Thank you so much for the chat!

12:01:42 From Amanda Hall To Everyone:

Thank you, Shannon! Great way to spend a lunch break :-)

12:01:52 From Anh Nguyen To Everyone:

This was a GREAT chat!! Thank you for joining us!

12:01:53 From Justine Jardine To Everyone:

Thanks Shannon! That was an interesting (honest/authentic) discussion.

12:01:58 From Erica Beggan To Everyone:

I wish everyone a great weekend no matter what you do!

12:02:02 From Anh Nguyen To Everyone:

Reacted to "Thanks Shannon! That..." with ❤️

12:02:07 From Erica Beggan To Everyone:

Reacted to "Thanks Shannon! That..." with 🙌

12:02:08 From Anh Nguyen To Everyone:

Reacted to "I wish everyone a gr..." with 

12:02:14 From Justine Jardine To Everyone:

Reacted to "I wish everyone a gr..." with 