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FREDRICKSON
LEARNING



Community Newsletter

Three tips for getting the right L&D staffing resource



Author: Christine Douglas, Resource Manager, Fredrickson Learning

Finding the right resource is a fine balance of science and art. When you're working with a staffing agency to help you find a contractor who meets your needs, here are three tangible things you can do to improve your chances of finding the resource of your dreams.

1. Talk to your vendor. Spend at least 15 minutes on the phone or in person talking to your vendor about what you are hoping for. I guarantee you that it will be time well spent. A live conversation is the fastest way for your vendor to get an accurate sense about your needs and your organization's needs.

We are listening for clues about how you communicate, how you lead, what it's like to work in your organization, what you are most concerned about, and what will be the biggest help to you. We will hear all of this in what you say and how you say it, as well as in what you don't say.

A candidate doesn't just need to meet a list of requirements, they need to be a fit for the way you do business. In my experience, interpersonal fit between a client and a resource can make or break the success of a staffing engagement. A conversation with you is the best way to match you with your perfect resource. Our conversation with you is just as important as the extensive vetting conversations we have with our candidates.

Click [here](#) to finish reading the article.

EARLY CALL FOR THE NEXT TECHNOLOGY SHOWCASE

Our Learning Technology Showcase earlier this year gave community members the chance to showcase their recent technology projects, such as virtual reality, green screen, mobile apps, video, and more. We were proud to offer such a great experience and we're looking forward to next year.



Want to showcase your learning technology project in 2019?

We're looking for people with an interesting learning technology project. The sky's the limit as long as the project you'd like to share has to do with learning technology and will benefit fellow community members. Projects will be showcased in booths, where folks can walk around and learn from peers. So, you won't need to "facilitate," just be prepared to show your project to others and chat about it.

[Let us know](#) if you'd like to showcase your learning technology project!

[Learn more about the Learning Technology Network.](#)

WHAT WE'RE GRATEFUL FOR THIS YEAR

Wow, it's November already, our anniversary month. We started our company with Lola Fredrickson back in November of 1985. In case you're doing the math, that's a whole bunch of years ago, and yes, we were all in our early teens then.

We have so much to be grateful for! Our days center around community and learning. Every day we have the privilege to be around all of you--people who enjoy, respect, and support each other, and who want to learn together. At every L&D community event, we see hugs and laughter, colleagues reconnecting, and new introductions turning into discoveries of common interests.

We are so grateful for having clients who choose us for who we are as much as for what we can do. We work together toward project goals, but we also care about and tend to each other's well-being.

We are especially thankful to community members who have hosted and presented at our events. You help create a positive and relevant experience for participants--we're in awe at each event.

We wish you all a happy and safe Thanksgiving!

~ Dave and Joyce Lasecke, Fredrickson Learning



TWO NEW WEBPAGES DESIGNED FOR YOU

Work Examples

This new section of our website will allow you to explore videos, visuals, descriptions, and results from some of our recent work. Click [here](#) to visit the new Work Examples section of our website.

A screenshot of the Medtronic Work Examples webpage. The page has a blue header with the text "Work Examples". Below the header, there is a central content area with a video player. The video player shows a Medtronic interface with the title "Alerts, Alarms and Audio Options" and a subtitle "Address and Clear an Alert - Activity". The video content includes a list of steps: 1) Read the pump screen, 2) Press the next button, 3) Press the clear button, and 4) Take necessary action. To the right of the video is a small image of a person using a Medtronic device. Below the video player is a "Learn More" button and the Medtronic logo. At the bottom, it says "Highlights: dynamic translation framework, pump simulation".

Supplemental Staffing

Our newly redesigned staffing page will give you a quick list of the talent we can provide, our definition of "high expectations," and an invitation to receive our talent profiles right in your inbox. Click [here](#) to visit our new staffing page.



Photos by Alice Gebura

RECENT FREDRICKSON EVENTS



Healthcare Learning Leaders Forum

Training for Behavior Change
October 18th

Becky Lyons, PhD, led an excellent discussion on training for behavior change and a change management model.



This community is for professionals in the healthcare industry who have a stake in any facet of learning and development. Members are able to learn, network, and stay connected with peers.

Click [here](#) to learn about this community.

Young Learning Leaders Forum

Professional Audio on a Budget
October 31st

Tyler Jaax is a Sr. Training & Documentation Specialist at Questar Assessment Inc.

He led a discussion on equipment, editing, common pain points, and the three lowest-cost contributors to recording quality audio. This community helps early-career learning professionals network with peers and learn from experts in their industry.

Click [here](#) to learn about this community.





A Learning Technology Journey

November 8th

Scott Bishop and Jeff Santo gave an excellent presentation on their recent learning technology journey.

- Scott Bishop: VP Global Training, Global Institutional, Ecolab
- Jeff Santo: Global Learning Technology Manager, Global Institutional, Ecolab

This was a joint event for Roundtable and Learning Technology Network members



[Learn more about Fredrickson's communities.](#)

UPCOMING LEARNING OPPORTUNITIES IN THE TWIN CITIES

Professional Association for Computer Training (PACT)

Virtual Reality Learning at Scale

Friday, December 14th, 8:30 a.m.-11:00 a.m.
The Metropolitan Ballroom & Clubroom
5418 Wayzata Boulevard
Golden Valley, MN 55416

Virtual Reality has captured the imagination of the learning industry, and we're seeing more and more pilots across different verticals. For VR to truly make a difference, we need to solve two problems: how to scale, and how to make it part of normal L&D workflows. Yet both of these problems are not easy, first because learners must have a headset or be led to one, and the second because VR is hard to author, assess and approve without being inside the experience.

[Learn more about PACT.](#)

This presentation will review early experiences with both and share some exciting new developments in the industry that promise to make Virtual Reality just another medium for learning, albeit a powerful and potentially game-changing one.

Session will explore:

- Early experiences with VR in L & D Industry
- New developments with VR use in the L&D Industry
- How to create VR Learning with WebVR





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