



Fredrickson Learning December 2022 Newsletter



As the end of 2022 approaches, we look back fondly on one of our favorite events of the year, the Learning Leadership Summit. The featured panel at the Summit received many great questions from the attendees - many more than we had time for them to answer! To close the year, the panelists were gracious enough to spend a little more time answering some additional questions we saved from that event.

A special thank you to our Summit panelists for generously sharing some more of their wisdom with us.



Mary Beth Dondelinger
SVP of Enterprise Training
Optum

As a learning leader, what are you unlearning right now?

This is a great question. I'm constantly unlearning as we tackle new technology, new learner preferences, new focus on cost containment, etc. It's easy to slip back into habits – some tactical things that haunt me a bit include development estimates – we can build much faster now so I tend to over-estimate! Also, things like thinking of in-class – nearly everything is now virtual. It's just muscle memory that starts me there. 😊

From a more strategic perspective, I try to push to ensuring our 1-3 year strategy is focused as much as possible on the future of training, but you also have to live in the here and now...it's finding that balance of focusing your team on both. One thing that has worked well for our team is shifting a couple of leaders into strategic roles – they have taken on big strategic initiatives such as Learner Experience, our Value Story, a means of creating strategic talent plans, vs. common talent reviews, etc.

What is the one initiative on your plate for next year that you are most excited about?

Good timing! I'm in the midst of drafting our strategic plans for 2023-2025 right now. Our high level plans include four consistent categories – Best in Class Team, Ops Excellence, Deliver Customer Value, and Elevate the Enterprise. Within these, one of the most fun things I've read recently spoke about shifting the mindset of learners from training being a “burden” to them thinking of it as a “benefit.”

All of the fun that goes with that – change management focus, “marketing” our learning experiences, further integration of DE&I and learner well-being into our curriculum, digital advancement (of course), and focus on soft skills and growing “skills,” vs. teaching “roles.” Our voice of the learner feedback becomes more important with this focus, including not only their responses, but how we ask the questions, to drive home that point of training being a benefit.



Tony Gagliardo
Area VP of Enterprise, Nuclear and Technical Training
Xcel Energy

What steps did you take—or are you taking—to transform from standard to digital learning?

UPCOMING EVENTS IN 2023



Next year is shaping up to be another great year for our learning communities. We are excited to see both some familiar faces and some brand new ones leading sessions throughout the year.

Keep an eye out for invitations to these and other upcoming events in the new year.

Roundtable for Learning Leaders

Measurement, metrics, and analytics

Date: February 1st, 2023

Presenter: Angie Ballinger - Director of Learning Data Strategy & Insights at Cargill

Thought Leader Series

Creating a culture of coachability

Date: February 22nd, 2023

Presenter: Kevin Wilde - Executive Leadership Fellow at Carlson School of Management

Thought Leader Series

Timeless rules for great learning

Date: April 4th, 2023

Presenter: Terrence Donahue - Corporate Director, Learning and Leadership Development at Emerson

Learn more about our communities



We're also planning on bringing back in-person community events in 2023! Expect us to try some different options with some of our 2023 events, and don't worry, we'll still have a virtual component to a majority of our sessions next year.



EVENT RECAP: ROUNDTABLE FOR LEARNING LEADERS

We flipped the script at our last Roundtable event. As a follow up to the Learning Leadership Summit, the amazing group of learning leaders from the Summit Panel got a chance to ask community members some questions of their own. This led to a session full of great discussion and sharing from leaders across backgrounds, organization sizes, and industries.

A recording of this session is available through the [Fredrickson Learning YouTube channel](#).

Here's a quick guide to what was discussed:

- **3:30 - MB Dondelinger** asks: What is the most impactful change you've experienced in the past year with regards to learning/training? Wonderful or not so wonderful...what has impacted you and your team's ability to get work done, to execute for your customers, etc.?
- **20:48 - Tony Gagliardo** asks: As learning leaders we know that there are always too many requests to meet. What strategies are you using to prioritize projects and how are you integrating business leaders into your decision making?
- **34:12 - Paul Langlois** asks: What are you excited about that is NOT a hot topic in L&D, but you believe will or should be a hot topic in the future?
- **46:32 - Shawn Stavseth** asks: In your opinion, what should be our biggest priority as learning leaders to prepare for the future of L&D?
- **57:37 - Roz Tsai** asks: How can learning and development help our companies and our employees upskill and reskill to support the 100-year life?

Learn more about our communities

EVENT RECAP: FINANCIAL SERVICES LEARNING FORUM



Courtney Wasowicz and Joan Lessner from Securian Financial shared their use of a competency-based model to define success for learners and pinpoint coaching opportunities for leaders in their inexperienced advisor training program. It was inspiring to hear about all of the work they've done and how it's helping them modify their approach to building and assessing skills.



If you are in the financial service industry and have interest in joining our newest learning community, please navigate to our Learning Communities page via the button below. We encourage you to join this growing group!

Learn more about our communities

EVENT RECAP: THOUGHT LEADER SERIES



The one and only Brandon Carson, Vice President, Learning and Leadership at Walmart, led a Thought Leader Series session in September entitled, "New business needs require a new L&D".

This was a discussion jam-packed with information focused on ways to reset, rethink, and rebuild the L&D operation to evolve the employee experience.

A recording of this session is available through the [Fredrickson Learning YouTube channel](#).

EVENT RECAP: YOUNG LEARNING LEADERS FORUM

Katie Werner, a Senior Sales Excellence Manager at nVent, led a great discussion for our young learning leader community on "Building influence through trust".

Building influence with your customers and stakeholders is a critical skill to develop, and something you may not have top of mind in your day-to-day activities. We appreciate Katie giving us the chance to reflect on this topic, and grow in how we develop trust with these key groups.

A recording of this session is available through the [Fredrickson Learning YouTube channel](#).



Learn more about our communities

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