

# Learning Environment Components

<b>Resources and tools</b>  <i>Study and reference materials.</i>	<b>Relationships and networks</b>  <i>Active interpersonal connections.</i>	<b>Formal training and education</b>  <i>Formal learning activities.</i>	<b>Work-based programs and practices</b>  <i>Company-defined on-the-job development activities.</i>	<b>In-the-job action and reflection</b>  <i>Learner's on-the-job activity and reflection.</i>
<ul style="list-style-type: none"> <li>• Online databases</li> <li>• Knowledge management systems</li> <li>• Study resources: books, articles, book chapters, internet resources</li> <li>• Job aids</li> <li>• Podcasts, video-casts</li> <li>• Reference library</li> <li>• Procedure manuals</li> <li>• Technical manuals</li> <li>• Electronic performance support (process-driven directions for completing transactions)</li> </ul>	<ul style="list-style-type: none"> <li>• Peer support systems</li> <li>• Expert directories</li> <li>• Communities of practice</li> <li>• Mentor relationships</li> <li>• Collaborative online resources (ongoing blogs, discussion boards, wikis created by experts and active practitioners)</li> <li>• Professional networks (live and online), e.g. professional organizations, user groups</li> <li>• Conferences and professional meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Classroom training</li> <li>• E-learning</li> <li>• Online learning</li> <li>• Blended learning programs</li> <li>• Webinars</li> <li>• Formal coaching after training</li> <li>• On-the-job training</li> <li>• E-briefings (communications or content delivery, no activities)</li> <li>• Academic courseware</li> <li>• Certificate, certification, and licensing programs</li> <li>• External seminars</li> <li>• Self-provisioned activities and exercises designed to support learning from other components of the learning suite (e.g. enrichment activities, reflection activities)</li> </ul>	<ul style="list-style-type: none"> <li>• Action learning programs</li> <li>• Stretch assignment management</li> <li>• Rotation and other experiential learning programs based in workplace activities</li> <li>• After action review practices</li> <li>• Supervisor support, feedback and coaching (designer may provide models and tools)</li> <li>• Communication activities to influence learning readiness and application</li> <li>• Company and supervisor support for on-the-job training and coaching activities (e.g. selection, development, recognition of trainers and coaches)</li> </ul>	<ul style="list-style-type: none"> <li>• Learning by doing</li> <li>• Experimentation</li> <li>• Collaboration</li> <li>• Self-monitoring and analysis of outcomes and feedback</li> </ul>

## Learner Motivation

Desire to learn \* Belief in link between learning and performance \* Confidence in ability to learn \* Self-directedness