

January 2020

Inspired

Making positive impacts on L&D

Celebrating
our Winners

**L&D Week
2020**

A Mindset Shift

**Australian
Learning Impact Awards**

ilp  INSTITUTE OF
LEARNING &
PERFORMANCE



We say what we mean, we do what we say, always with the best intention.



We do what it takes to pioneer and lead the way in improving the value of learning experiences.



We expect excellence in everything we do, if we're going to do it we do it well.



We are dedicated to facilitating positive and sustainable impact for our members, learners and organisations.



Diversity of thought and inclusive input are capabilities we build and the type of community we grow.



We bring members, corporate partners and industry bodies together to set the standards and raise the bar for learning and performance.

Foreword



Over my 30+ year career I have watched the everchanging landscape of the learning and development industry. What organisations need today is vastly different from what was needed in years gone by. What motivates learners and how they learn has changed. Unfortunately, I don't think our industry has kept up as well as we should have.

Now is the time to shake up our industry. That is why we collaborated with our members over the past year to determine new standards. We asked learning and development professionals what they need today as well as in the future. Together, this incredible work by and feedback from our professional community resulted in the L&D Capability Model.

This model has 216 behavioural elements to help people benchmark

their current capability level and better design their personal development pathway to their next role or certification.

In addition to this important benefit for L&D professionals, ILP, together with our members, are making a positive impact on the L&D industry.

Inspired, your new magazine, aims to strengthen our L&D community, share our success and lessons and of course, inspire. In this edition we highlight people who are achieving great results through their innovative learning initiatives. ILP looks forward to supporting them as well as helping others make positive impacts to the L&D industry.

Kerry Brocks
CEO and Founder

We were excited to recognise six new Certified Learning Facilitators at our Awards. They have shown their commitment to ongoing professional development, achieved great results with their learning initiatives and demonstrated exceptional facilitation skills. It was good to also see three overseas members achieve this master benchmark. Congratulations to: Susan Nash - US, Sue Blair - NZ, Jane Kise - UK, Raj Paul - AUS (WA), Joshua Knight - AUS (QLD), Martin Probst - AUS (VIC)



ALIA Winners and Highly Commended

The Australian Learning Impact Awards (ALIA) were started in 2012 to recognise outstanding achievements by L&D professionals and share success stories in our community to continually progress our industry.

This year we received more than 60 outstanding nominations. Our judges were Fellows and/or Certified Learning Professionals: Bill Jarrard, Jennifer Jarrard, Joshua Knight, Sally Gillard, Lucy Marles, Gabby Button and Matthew Mason. The three guest judges were: Michael Strawbridge (Learning & Performance Institute and Duncan Ledger (who is the Publisher of TrainingZone) - both in the UK, and Kerry Gubb from AusAPT.



Photographs: Winners and highly commended L&D Professionals celebrated at the La Vue Waterfront Restaurant while watching Brisbane's Riverfire.



Learning Professional of the Year and
Highly Commended Learning
Provider of the Year

Martin Probst

PROfound Leadership

*Simplicity is the highest level
of sophistication -
Leonardo Da Vinci*

"I started out in the hospitality industry and, little did I realise at the time, my career path would change," says Martin Probst, Chief Education Officer at PROfound Leadership.

Martin says though, no matter the career, for him it was and still is always about people.

"Seeing the benefits of learning and teaching new leadership skills and the positive impact it has on people in every aspect of life, motivated me to explore this career path. It also encouraged me to share knowledge and make training programs available to more people."

Disruptive times ahead

Talking about the future of learning and performance, Martin believes that disruptive times and rapidly changing occupations are here.

"In Australia and globally, learning and performance must include competence and capabilities like being ready for change, building transferrable skills like interpersonal communication, resilience and conflict management. It also needs to embrace multi-culturalism and focus on vision and purpose through the fog of the future.

How do organisations improve the learning experience for employees?

"To improve the learning experience and reap better outcomes from professional development and leadership programs, organisations should provide learning providers and L&D professionals a seat at the table from the beginning.

"This will allow for more in-depth knowledge of skill gaps and daily challenges of participants and provide a basis for relevant and tailored programs."

Martin says that lifelong learning not only keeps us in our job or business but it is what keeps us alive.

"Learning goes beyond adapting to a new software or immersion in a new language. Learning is about harnessing the power of creativity and providing endless new possibilities for individuals, within organisations and beyond."

What has it meant to be recognised at the ALIAs?

"Winning the Learning Professional of the Year Award has made me and the entire team at PROfound Leadership incredibly proud. Being a learning professional is a privilege and it is humbling and gratifying to receive such a recognition.

Providing proof

"The biggest challenge during the award process was to provide metrics giving proof of impact and results for my learning initiatives.

"Improvement to people's transferrable skills cannot be measured easily on paper due to the long-term impacts and the many benefits on a mental and emotional level. Since this poses a challenge not only for the award process but something our company faces with all our learning programs, we revert back to participant self-evaluation progress reports, feedback ratings, testimonials and client references. These are then evaluated and shared with the organisations as a testimony of the training program and for the planning of further skill gap training." 📌



Melany Blackwell
- Liberate Learning



Kerry Brocks and Joshua Knight



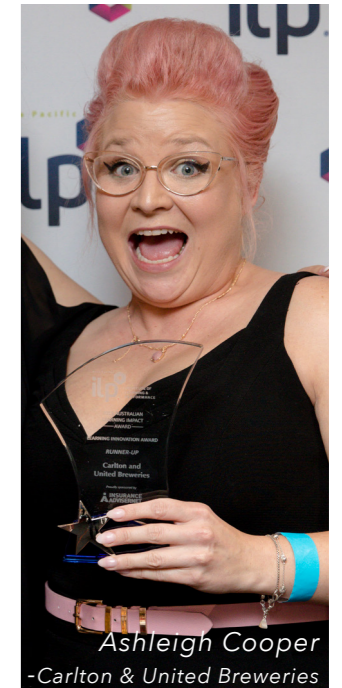
Mary McGuinness
and Bill Jarrard



Michaela Sargent and Julie Goff
- Abt Associates



Jules Haddock - The Anxious
Bird and Chris Haddock



Ashleigh Cooper
- Carlton & United Breweries



Jade Okamura,
Kylie Fox,
Brittany Sharp,
Ben Nicholson
- Suncorp



Marni Dittman
Insurance Advisernet



Chris Gregory and Leisa Gregory
- Tiered Consulting Services

The 2019 Australian Learning Impact Awards gala dinner, held in Brisbane on the same night as the city's famous Riverfire event with spectacular fireworks, was an L&D highlight. We recognised and celebrated learning initiatives that had a positive impact on clients and organisations.

Thank you to our sponsors
Waves of Wellness and
Insurance Advisernet.



Gerald Pauschmann



Graham Wright and
Rebecca Sharp
- Direct Group



Dan Hill
- SpecTraining



Tamyson Scott (Mater Education)
and James Scott



Martin Probst, Kerry Brocks, Joshua Knight, Raj Paul



Joel Pilgrim - WOW



Nichola Baker, Nancy Madaffer, Leah Milne, Heather Crichton
- PEXA



The view enjoyed by our guests at the ALIA gala dinner

Photographs: Shoot for the Stars.



L&D Encouragement Award Leisa Gregory Tiered Consulting Services

Leisa is a L&D consultant and runs her own agency working with clients throughout Australia. Her multi-faceted 10-year career path in the L&D industry has included being immersed in the corporate environment and working in an agile environment choosing the when and where and with whom she'd like to work.

Her turning point to go out on her own took courage and a leap of faith. "In 2018 I couldn't land a contract and a mentor told me exactly what I needed to hear - what are you waiting for? Get out of your own way and go out on your own."

"Screw it, let's do it" - Richard Branson. This quote by Richard Branson is one that has inspired Leisa from the outset and continues to motivate her to put things in motion.

"This quote has given me the gumption to 'just do it' and ask questions later.

"I find that a lot of the time, I overthink things and I sometimes get in my own way."

Talking about the challenges of being self-employed in the L&D industry, Leisa says it is essential to be aware of your environment.. "For example, it is important not only to recognise the current economic environment

for small business but also identify the changes in the market. By doing this you are better placed to find your unique pathway.

"It is more challenging on your own but for me, more rewarding."

Benefit of ongoing learning

"Ongoing learning is more than just adding certifications to your resume.

"The benefits of ongoing learning build an open-mindedness towards continuous improvement which creates opportunity to constantly improve and challenge our way of thinking and empower those around us to do the same.

"Being a member of a professional network like ILP, reinforces that mindset and empowers you to push and challenge yourself to the continuously heightening standards of others within the industry."

One of the most rewarding parts of her work says Leisa, is when you see the transfer of learning take place. The most challenging says Leisa is not have teammates and that's the reason she networks.

One of the trends that Leisa identified is that the way we learn is changing which is more flexible with a move from classroom to e-learning, webinars and online tutorials.

Recognition

Inspired asked Leisa about what the award meant for her.

"Winning the Encouragement Award recognises the whirlwind 12 months I've had as a start-up business. It puts things into perspective for me, like the interactions and networks I have created, the programs I have been involved in, the goals I have set and the milestones I have reached, and the impacts I have had on the people I have worked with and the L&D industry as a whole.

"It cements my dedication and passion to continue to do what I love and expand my way of thinking - to contribute to the continuous improvement of everyone I meet." ●

*Screw it, let's do it -
Richard Branson*



Learning Provider of the Year Rodney Beach Liberate Learning

Liberate Learning supports the learning needs of millions of Australians, in addition to delivering learning to a global market. It is one of Australia's most highly regarded digital learning, business consulting and blended learning providers.

Rodney Beach, the Group Managing Director, is an internationally recognised leader in the learning and development sector. Liberate is the preferred vendor-partner of more than 200 corporate, government, NFP and university clients. It equips organisations and learners with the skills and confidence to embrace digital tools and adapt them in innovative ways to support continuous improvement in learning and performance.

Liberate works with clients to develop learning solutions using rich media, gamification, micro-learning, eLearning, videography, mLearning, social learning, virtual reality and adaptive performance support tools - designed to integrate with a client's existing systems - and can be delivered to any number of learners, in any place, on any device and at any time.

Looking to the future, Rodney says: "Re-evaluate your approach to learning, and see if it's time to change job titles from learning developers and designers to learning curator or learning analysts."

"Learning teams and organisations have easy access to technologies such as Learning Records Stores (LRS), new tools to support rapid eLearning development, performance support tools, chat bots and voice activation to name a few."

What changes in the learning industry have you seen that you feel are significant?

"With the fast pace of innovation and technology, and the imperative for workforce and workplace agility, the time frame between gaining new skills and knowledge and applying them in practice is shortening. Learning and development teams can't afford the lead-time to source, create and develop tangible learning artefacts that will be used in the future to train and educate.

"Relying heavily on learning and workflow technology, as a means of not only delivering learning, but to facilitate organic learning and user generated content is where the industry is headed in 2020"

"Learning professionals need to consider starting by implementing a freeware LRS, experiment with tracking learning artefacts and performance support activities, start advocating for user generated content and meaningful collaboration and invest in eLearning tools best suited to the modern learning environments.

"We'd encourage L&D professionals to invest in the need for modern learning technologies and providing just-in-time, just-enough and just for me learning experiences. With the current toolkit of learning resources and technologies easily and cheaply available (free in many instances), it is a wonderful opportunity to experiment, adjust and ensure you are providing value to your learners.

"Practice what we all preach, and embrace lifelong learning and foster your own professional learning networks. Embrace change, to develop the appreciation and a love of lifelong learning, as well as a thirst to innovate within your field." ●

*"We've built our
reputation by helping
others build theirs*



Highly Commended: Learning Solution Epic Learning

"We are all in the gutter, but some of us are looking at the stars" – Oscar Wilde

Natasha Gunn and Karly Hartley of Epic Learning in New Zealand were the first international recipients of an award at ALIA.

The challenge outlined in their submission was to build system capability and confidence for a large organisation spread across New Zealand, with 20 business units with unique needs.

"Our solution included using Typeform to start a dialogue with 1200 team members about their learning needs and preferences. We were able to create learning paths for each team by prioritising skill sets. We created a learning journey that focused on core skills and building confidence," said Natasha.

Natasha said it is important to challenge assumptions. "We were told our audience preferred face to face engagement but our survey showed 60% of learners rated video learning as their preferred method and 30% rated face to face as their least preferred option."

We asked Natasha what the award meant for Epic Learning who said: "A big part of going out on our own three years ago was to be free to create learning we think is awesome - meaningful, accessible and beautiful. This award has validated that we have something fresh and exciting to offer organisations trying to modernise their learning approach." ◆

Expanding knowledge of psychological type

The primary mission of the Australian Association of Psychological Type, AusAPT and all APTs, is to:

- Expand knowledge of psychological type.
- Support the ethical use of psychological type and type instruments

As type practitioners we face an ethical challenge. The modern world of Internet technology has created general access for the public in obtaining information about type. At the same time organisations are very interested in instruments and tools for managing people. Over the last few years, the number of professionals administering and interpreting type has increased. These developments have created concerns for the appropriate use of type instruments and the accurate and positive interpretation of type scores. AusAPT encourages all type practitioners to continue to develop their skills and knowledge in various applications of type theory. The ethical use of psychological type means that practitioners are committed to honour and enhance the dignity and individuality of people. ◆



www.ausapt.org.au



Lifetime Achievement Award Mary McGuinness

Your visions will become clear only when you can look into your own heart. Who looks outside, dreams; who looks inside, awakes – Carl Jung

Mary, motivated by the need to better understand her students, moved from teaching to study psychology which was the start of a new pathway.

"Discovering Jung and 9 Psychological Types opened my eyes to differences in communication and learning," says Mary. "When I heard about a Myers-Briggs Accreditation program in the USA I invited Margaret Hartzler and Katherine Myers to Australia to offer the program so I could be trained. I began co-training with Margaret, providing the accreditation program in Australia. I continued to learn from Margaret for 20 years," says Mary.

Inspired asked Mary what the challenge and solution was for her ALIA nomination.

"I have been facilitating learning for most of my life and it feels natural so the challenge was to write about it. The solution was to ask clients to write a reference. This proved valuable as they were more aware of my contribution to their learning and the impact my approach has had on their lives," says Mary.

Mary finds the most rewarding aspect of her role providing learning experiences that open people up to their potential. "Psychological types is a framework that identifies different learning styles, related to how the brain functions. This makes it easy to create learning experiences that build an individual's confidence in their ability to learn."

Mary says the challenge is the need to constantly explore ways to make knowledge understandable. "Knowing information is not enough. Real learning is about understanding," says Mary.

Mary hopes that in the future there will be a focus on learning that respects the individual and uses a variety of learning experiences for different learning styles. "This makes learning more interesting and builds confidence. A fundamental difference that must be addressed in learning is providing sensory experiences and the opportunity to engage the imagination and encourage innovation. "It needs teachers to be knowledgeable about the subject, to have passion for what they teach, to respect the ability of the learner and value the contribution of each learner to the learning process," says Mary.

Mary shared her thoughts on the value of professional organisations like ILP, certifications and the need for ongoing learning. "Professional organisations like ILP provide the encouragement that motivates us to continue and challenge us to do better. Certification is an important way of recognising people who have attained particular knowledge and skills."

How do organisations improve the learning experience for employees?

"By creating a culture where learning is valuable at all levels and there is genuine respect for the individual learner's ability to learn and contribute to the process. The organisation needs to provide quality learning experiences. To do this they need the help of teachers or facilitators who are knowledgeable and passionate and who have a respect for the ability and wisdom that all people possess." ◆

Lifetime Achievement Award and
Learning Excellence in Practice

Debbie Key

Forty Winks

"When I fell into L&D more than 25 years ago I found my niche," says Debbie who added that her career path had developed without being planned.

"I've jumped at opportunities but had to do the hard yards. It has made me resilient and lead me to the place I am in today, which I wouldn't change for the world. Challenges are opportunities to learn," says Debbie.

Debbie says that what she enjoys most about her work is the diversity. "I can be curious, adventurous and old-school depending on the needs of the learner and business."

What was your challenge?

Talking about the challenge outlined in her nomination, Debbie said it was to implement a learning solution across an Australia-wide franchise network.

"We needed to deliver an effective and efficient learning product aligned with the strategic directive set by the board - within a year and with limited resources."

The solution was a cost-effective LMS designed with micro-learning content, along with Super-Hero categorisation that provides guidance to the team on their learning pathway, delivered in a 6 month-timeframe.

Debbie says the most rewarding part of her role is seeing people grow, as well as businesses develop, through learning interventions that she designs and delivers.

"I revel in challenging ideas and nudging my audience to more of a growth mindset. Sometimes this may be a push or a strategic shove out of their comfort zone into that unsettling but somehow familiar learning space."

Working hard for something we don't care about is called stress; working hard for something we love is called passion
-Simon Sinek



Importance of quality learning

"The quality of learning in an organisation is essential to the performance of learners and business. Engaging, personalised, high quality learning with spaced repetition will have far greater impact than 30-minutes of PowerPoint eLearning. Talk to and listen to your audience and explore ways to bring what they want to life."

Debbie says by measuring, businesses will see a return on this investment in quality learning.

"Learning is the future for individuals and organisations. As automation and artificial intelligence increase, learning allows us to expand our knowledge and capabilities and step into the change."

What has it meant for you or your team to be professionally recognised at the ALIAs?

"Elevation of my profile in the L&D Community where people I looked up to from a distance and asked questions, are now part of my community. I am now being asked the questions."

"It also gives credibility, creates awareness and makes my voice stronger," says Debbie. 📌

WAVES OF WELLNESS

Waves of Wellness (WOW) Foundation is a mental health surf therapy charity, committed to changing lives by delivering for-purpose, innovative support programs for people experiencing mental health challenges. Using surf therapy to connect people, and achieve the "flow state", a psychological term that describes the feeling of being completely absorbed and timeless in an activity.

WOW believes dealing with mental health is not just about dealing with crisis, it's also about finding healthy outlets for people who are struggling, recovering, and doing fine.



The WOW Surfing programs are six to eight-week evidence based learn-to-surf programs for people either wanting to make new friends, learn about wellbeing, and focus on being the best version of them self, or those experiencing mental health issues who want to improve physical health, mental health and wellbeing in a neutral, non-intrusive environment - all while learning to surf!

WOW is about creating an environment on the sand to get the support and help people need, then the support in the water finding that flow state surfing (or just learning to surf for some).

And it's also about normalising mental health.

WOW's mission is to break down the stigma of mental illness "to make this world of ours one where mental health issues are treated like any other physical injury. Just like a cough or a cold, there's no social stigma."

People need somewhere where they feel comfortable, so WOW call it health by stealth, strategically getting people down to the beach and saying 'come surfing, we want to take you surfing', and giving them that healthy support in the same process

www.foundationwow.org

The learning and development calendar in 2020 is about to get very exciting

L&D Week 2020

To be known as, L&D Week:2020, This more agile, collaborative and flexible format replaces the older conference style structure is in-line with the way our L&D sector is moving and will allow for more people to participate in ways that suit their busy schedules.

Inspired spoke to Dennis Hall, ILP National Advisory Group member, to get a sneak peak into this innovative and interactive event.

When and where will the week be held?

"We expect that it will be held at the end of May, early June. We will announce it in the new year. If anyone wants immediate notice when we finalise them, they can email events@ilpworldwide.org"

Events, both online and offline, are expected to be held in Brisbane, Sydney, Melbourne, Adelaide and Perth. The programme will have a variety of events based on professional development and networking activities.

"We are putting the finishing touches to the programme. There is a line-up of highly regarded ILP Certified Learning Facilitators (CLFs), Fellows, industry experts, and Heads of L&D who will be running sessions," says Dennis.

Join your community

Dennis says that the L&D Week will also be an opportunity for the industry to collaborate and increase awareness about the contribution that the industry provides to the Australian economy's ability to continue to prosper and grow.

"There will be a lot of robust discussion - for example, in the business community about the need for our workforce to become more flexible and to continually re-skill to meet the labour needs of the future economy.

"L&D week will demonstrate the critical contribution that our industry makes to this need by showcasing current success stories, as well as highlighting future trends."

Will the days be full or flexible?

Dennis says that people can pick and choose their events to suit their work requirements, availability and interests. ●



Learning Innovation Award

Jane Coe TechnologyOne

"From an early age I was energised by people and their behaviour. Observing, learning from them, leading and influencing and interacting, this really motivated me," says Jane.

At TechnologyOne we aspire to attract the best and brightest. We work in a complex environment so ensuring our newest starters are well equipped is critical. Our Induction and orientation programs are pivotal to the immediate and sustained success of our people and the investment we make in these programs is reflective of the value we place on getting it right.

Our solution: As a Tech company that builds exceptional software, having an experiential on-boarding program was expected by those wanting to join our business. With an amazing team of passionate learning practitioners we started building an experience....now an award winning experience!

Jane says learning and skills can be bought but mindset is a core differentiator in high performance, achievement oriented organisations. "Introducing programs that encourage, recognise and reward a learning mindset will impact the success and sustainability of the organisation and it's human capital," says Jane.

Jane says that an organisational Listening Strategy provides rich data about what is most important to team members. "By listening to your people, acting fast to introduce initiatives and disciplines, then, measuring the impact shows a commitment to the development and career path of your people. Maintaining momentum will move you to a learning culture and a best possible learning experience for your people. ●



Onboarding Solution of the Year Award

Denise Meyerson

APM Communities - Perth and MCI Solutions

"The more that you read, the more things you will know. The more that you learn, the more places you'll go." - Dr Seuss

Denise says students are her inspiration. "Especially when their eyes light up as they gain skills and knowledge and feel motivated to grow. That's when I feel most rewarded as a trainer, designer and learning professional."

The National Disability Insurance Scheme (NDIS) recently started a roll-out into Western Australia. Local area coordinators (LACs) work with participants to develop and use their NDIS plan. We we appointed by NDIS to induct 165 LACs in WA so that people with a disability could access the NDIS. The induction needed to ensure LACs were in a strong position to undertake the enormous task. Staff needed to be retained and motivated to fulfil their obligations.

The LACs, dispersed through WA, needed options. The solution was a mix of a 5-day event that included LEGO Serious Play, training and development, a virtual reality platform to rehearse difficult conversations and micro bite learning modules. The challenge included tight time frames and high expectations. To overcome this Denise said they used methodologies that were tried and tested. The result was that staff retention was over 90%, 84% satisfaction expressed by NDIS participants and 93% competence on holding difficult conversations.

On the future of learning, Denise said that a full learning solution needs to include other modalities beyond a learning library. "There is virtual reality, augmented reality, virtual classrooms, online escape rooms, micro learning, the list goes on." ●



Learning Technology Award

Ashleigh Cooper

Carlton and United Breweries

"Inclusion is not a program, inclusion is a mindset. It is the way we treat others and the way they treat us. Inclusion is the opportunity to learn together and from one another."- Lisa Friedman

Carlton and United Breweries designed a unique learning experience on inclusive leadership. Their 'We're all in' learning experience uses Virtual Reality to allow leaders to "walk a mile in somebody else's shoes" experiencing exclusion and inclusion from different perspectives. It is a learner-led experience that provokes conversation, empathy and inspires commitment to action.

Asked about what advice she could share, Ashleigh says don't be afraid to seek inspiration from unconventional sources. "Our idea came from a passion for online gaming and arthouse films. Take your wacky ideas, collaborate, leverage resources and build something more amazing than you ever could have hoped."

On the future, Ashleigh says the need to learn on demand and translate that into strong performance quickly is the key to an effective L&D strategy. "Learning teams will become more agile and flexible in their methodologies, embracing technology to deliver the right resources and capabilities in a 'right now' culture."

Turning to the benefits of being part of ILP Ashleigh says: "It gives us the opportunity to talk to and ideate with other passionate learning specialists. It's also a privilege to have ILP look at our work and be professionally recognised for something we loved but now know it resonates with our peers." ●

ALIA Awards Highly Commended

Congratulations to the ALIA Highly Commended Recipients



Learning Professional of the Year
Dan Hill



Learning Technology
App-eLearn



Onboarding Solution of the Year
Technology One



Learning Innovation Award
Carlton and United Breweries



Learning Solution
Natasha Gunn and Karly Hartley
Epic Learning Ltd



Learning Excellence in Practice
Speaking With Good Judgement Project Team:
Joanne, Griffin, Sheryl Nielsen, Tamyson Scott
and Rachel Brimelow, Mater Education

A Mindset Shift

Mindset is a disposition, an inclination, mentality, an ethos, or a point of view. It is a useful term in that it allows for flexibility, variability, and stability in perspective. The term gets used to say someone has a social, fear, business, dreamer, or growth "mindset." Popular at the moment is the notion that a growth mindset is a perspective that we can learn and grow, that intelligence is malleable, and that openness to experience invites experiences that help us extend beyond our basic talents. Feedback –in all its forms –is vital to a growth mindset. The absence of a growth mindset is a fixed mindset (which may serve various purposes as well) which has the main downside of leading to what I call, "hardening of the categories."

Myers would have been better served with the Myers-Briggs Mindset Indicator and avoided all the ridicule the tool has received as a "personality assessment." I sought to blend both the reality of demonstrated behavior (the purview of personality) and natural tendencies (the purview of Jung's mindsets) with the Pearman Personality Integrator. [1] It is easy to see that both are realities: our behavior is the outcome of complex variables and what we find natural and comfortable to do may not be useful or even desirable in certain contexts but is nonetheless the real place of comfort. Further, the ability to flex, to be agile, among psychological resources is vital to fulfillment and well-being, which is also embedded in my tool.

Carl Jung intentionally called his theory of PSYCHOLOGICAL TYPES because he was concerned with the primary psychological drivers of behavior, choice, and ways of being. He was—as was Myers—clear that patterns in perception and judgment are pervasive in human choice and action. In so far as that is true, we could argue that the outcomes of those patterns provide hints at personality patterns. Jung wrote a separate book on personality with a dashing mention of psychological types. He wrote repeatedly from 1921 to his death in 1961, that Psychological Types is about underlying dynamics and complexities in trying to understand perception and judgment, and how these are distorted by over-reliance on various psychological processes, and how to learn to use the energetic resources in the psychological systems. Labels simply would not do for Jung.

Psychological types purport that an individual's mind is tilted toward reality in specific ways and it takes a formidable effort to be inclusive of other perspectives and that you will always go to default mode. A thinking type mindset can no more ignore the logic, principle, or object of a situation than a feeling type mindset can ignore the immediate awareness of the 'is-ness' of other humans. Consequently, thinking type mindsets objectify information such that it always leads to an issue of correctness, exactness, and best answer—a present example of this dialog as an illustration. Feeling type mindsets immediately go to the issue of meaning and value such that it always leads to an action of harm avoidance and care. This only gets turned off when we die. This does not say we cannot learn to flex and enrich our view, as we clearly know we do. It says that the mindset is of a psychological perspective tilts in a particular direction. It so happens that these mindsets produce a range of behaviors, often in patterns, and often with great consistency, which we associate with the criteria of personality: persistence of behavior patterns across situations.

For some, this may seem like a useless distinction. I suggest it is a rather profound way of pondering and acting on measurement, prediction, and fundamental human natures.

The practical importance of this distinction plays out in a number of ways. First, the concept of mindset implies a comprehensive approach that is adjustable. Second, the reality is that what we do, how we think, what we do in various situations, and how we learn to adapt make up the most interesting and healthy view of experience. Third, we are invited into greater self-awareness and greater intentionality about how we need to address how we use our talents, develop other talents, and discern appropriate deployment of who we are.

Roger R. Pearman Ed.D., is an internationally recognised, trainer, speaker, author, and a principle of Leadership Performance Systems, Inc. He has previously been a college professor and psychotherapist. He is the co-author of *I'm Not Crazy, I'm Just Not You* and *YOU: Being More Effective in Your MBTI Type*. He won the 1995 Isabel Briggs Myers Research Award.



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Who can apply for this insurance?

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- Learning and Development Professionals
- Speakers
- Trainers

The premium prices, below, are based on 12 months' cover with either a \$5m PI limit and \$10 million PL limit or a \$5m PI limit and \$20m PL limit, and include all fees and taxes.

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Under \$250,000	\$460	\$640
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\$500,000 - \$750,000	\$790	\$940
\$750,000 - \$1,000,000	\$920	\$1,060

Visit our website to apply today: www.insuranceadviser.net/trainersrtoinsurance

Contact Amanda to discuss your insurance needs on 0415 105 671 or email ilp@iaa.net.au.

The information provided is to be regarded as general advice. Whilst we may have collected or hold risk information, your personal objectives, needs or financial situations were not taken into account when preparing this information. We recommend that you consider the suitability of this general advice, in respect of your objectives, financial situation and needs before acting on it. You should obtain and consider the relevant product disclosure statement before making any decision to purchase this financial product.

Australian Learning Impact Awards

Saturday, 26 September 2020

Recognising innovation and achievements in learning

The Australian Learning Impact Awards (ALIAs) recognise outstanding achievements and the positive impacts learning and development professionals are making with their solutions and initiatives.

In 2020, we will have 11 awards, for individuals, teams and organisations to showcase their work, capability and impact:

- Learning Professional of the Year
- Outstanding New Learning Professional Award
- Learning Leader of the Year
- Learning Excellence in Practice
- Onboarding Solution of the Year
- Learning Provider of the Year
- Learning Technology Award
- Learning Solution Award (Internal & External)
- ILP Lifetime Achievement Award
- Platinum Winner (Judges Choice)

Award nominations open in April 2020.

ALIA Gala Dinner & Awards Ceremony

The evening commences with a spectacular firework display courtesy of Brisbane River Fire, followed by a fun night of celebrating and announcing the winners who are making a great impact in our industry.

Tickets will go on sale in January. As we sold out this year, please be sure to book your tickets early!

Nominate for an Award!

Register your interest: awards@ilpworldwide.org