

## Be the Leader Your Trainees are Looking For!

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There is so much cool stuff going on out there. Every time we turn around, there's some new gadget or way of thinking we could use in our work. But when it comes time to revise how or what we teach, we often struggle with the same thing our trainees struggle with—we don't apply what we've learned.

If we refer to [Bloom's Taxonomy](#), we see that application refers to the ability to use what we've learned in new and concrete situations. This requires us not just to know and understand what we've learned, but to *use* it.

And that's where things get tough. It's tough because people don't do what they know, they do what they've always done. L and D professionals included. That creates a problem. Our clients and trainees are looking to us to not just present information, but to be **Learning Leaders**.

Learning Leaders have to:

- Deal with uncertainty—we have to be open-minded and ready to learn. We have to figure out how what we've learned correlates to what we do.
- Encourage engagement—not only do we have to convey content, but we also have to understand what drives a person to learn.
- Continuously improve—we should scan our environment and discern what to take from it to enrich our trainees, and ourselves.
- Want to learn—if we want to be considered leaders in learning, then we have to put in the work. This means doing the research, and sharing what we know with others. It also means being open to learning from others.

Leading learning starts with what you think of yourself—discovering new ideas and things to value, what challenges you, and what inspires you. Once you understand that about yourself, you'll be better able to bring out those qualities in others.

The very best thing we can do is not to lecture people and foist skills and knowledge on them; instead, we should release the potential in our learners, and help them to draw out of themselves what they need to change what they do for the better.

The same goes for you. The next time you learn something great, be a Learning Leader and use it yourself. Don't be one of those people who doesn't try. Use what Bloom taught you. Apply what you learned and become better for it. Be the leader your clients and trainees are looking for.