

# The GSC Advantage

## DIY Training & Development

DIY (do-it-yourself) approach is where employees take more control - and responsibility - for their own education. Formal classroom training is only one way to develop the knowledge and skills needed for personal and professional development. Dr. Steve Arneson, former learning leader for Capital One, America Online and Time Warner, outlines [7 strategies for DIY development](#).

1. Reading—employees should read the latest books and periodicals in their functional area of expertise, their industry, and general business trends.
2. Writing—compose a white paper, article, or presentation of your job expertise and share it with others or include it in an office library. Take time for self-reflection and write what you are learning and how it applies to your job.
3. Listening—the better employees get at listening, the more innovation, creativity, and collaboration can occur throughout the organization.
4. New Experiences—seek out opportunities to stretch yourself and contribute beyond your current scope of work.
5. Share—share the knowledge and skills accumulated throughout your career by teaching in formal and informal settings.
6. Empowerment—this strategy is mostly about managers and supervisors pushing their employees to learn new skills and take on more responsibilities.
7. Dreaming—take a risk, initiate innovation, and seek out new opportunities throughout the organization. Self-development and continual learning are essential in your career success.



## DIY Development Questions

Ask yourself

- Do I look for ways to grow and make the most of my life and work?
- Do I have all the skills I need to excel in my job (or in the job I want)?
- Do I want to be more marketable and promotable in my career?
- Do I influence my staff and coworkers as well as I'd like?
- Do I need engaging and relevant resources I can trust to help get me where I want to go?

## DIY Development Planning

1. Specify the company's business goals and how your individual work contributes to their achievement.
2. Specify how you must change your work to help the company achieve its goals.
3. Specify what you need to learn in order to make those changes.
4. Develop a learning plan, including:
  - What you need to learn.
  - What learning resources you will use.
  - A schedule of learning activities.
5. Specify measures of learning achievement.
6. Develop a plan for how you will apply your learning to your job.
7. Specify what changes in business results are expected from the application of your learning to the job.



Daniel R. Tobin, "[Take Responsibility for Your Own Learning](#)"

## Supporting DIY Training & Development

The supervisor's attitude and knowledge about learning has a tremendous impact on the development of employees. Thomas D. Fisher, in *Self-Directedness in the Workplace: A Re-Examination*, cites numerous suggestions (from Lowry) in order to better enable self-directed learning in the workplace.

- Encourage adult learners to view knowledge and truth as contextual ... and that they can act on their world individually or collectively to transform it
- Be a manager of the learning experience rather than an information provider
- Teach inquiry skills, decision making, personal development, and self-evaluation of work
- Help learners develop positive attitudes and feelings of independence relative to learning
- Use techniques such as field experience and problem solving that take advantage of adults' rich experience base
- Create an atmosphere of openness and trust to promote better performance
- Promote learning networks, study circles, and learning exchanges, self-managed teams of self-directed learners)

Carter McNamara, "[Strong Value of Self-Directed Learning in the Workplace](#)"