

IDEA LAB

THE IDEA LAB AT TECH MANITOBA WAS A SUCCESSFUL CONVERSATION CENTRED AROUND THE TRAINING AND DEVELOPMENT OF TECH WORKERS.

THIS IDEA LAB WAS PROFESSIONALLY FACILITATED BY BLUEPRINT

KEY FINDINGS:

1. INFORMAL LEARNING IS INVALUABLE

Learn from collaboration, and not necessarily in formal ways. Have a mix of mediums rather than just one i.e. video, speaker or role play.

2. SHARE THE KNOWLEDGE

Opportunities to share what employees have learned is of particular interest to members. Members of a team can attend a training session and then come back to share it with their organization.

3. TRAINING CAN BE FUN

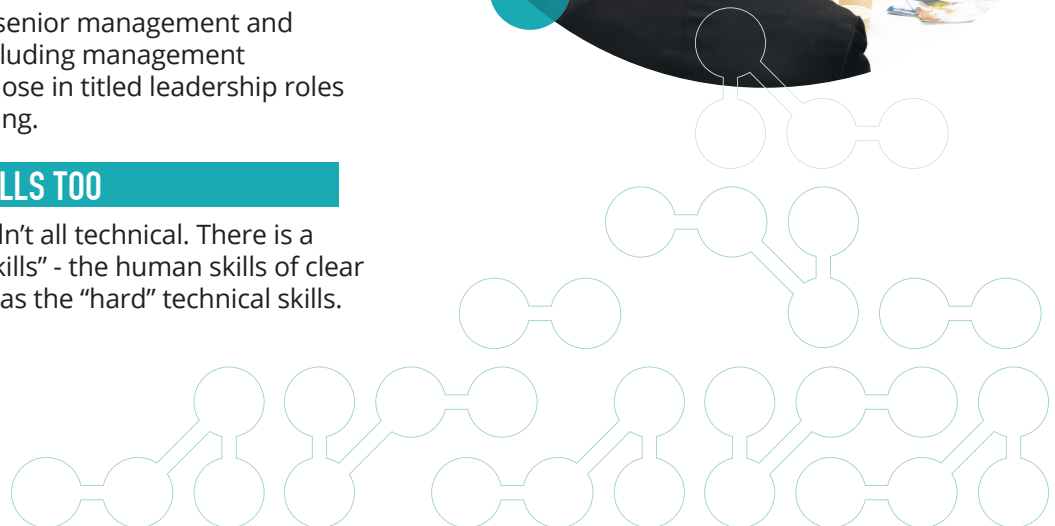
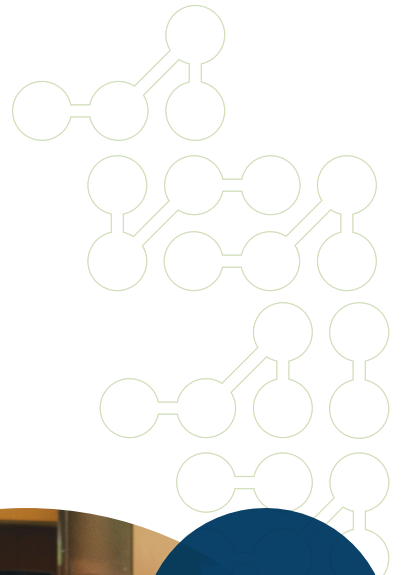
Let's have more fun in training and build networking into all events, especially small ones. The social events allow for more connections and learning from peers.

4. TRAINING IS NEEDED AT ALL LEVELS

Training is required by senior management and leaders of all stripes including management prospects. It isn't just those in titled leadership roles that need or want training.

5. TRAIN FOR SOFT SKILLS TOO

Training for tech shouldn't all technical. There is a real demand for "soft skills" - the human skills of clear communication as well as the "hard" technical skills.



NEW IDEAS:

- More social networking events i.e. F#ck Up Nights, which is a social event to share stories about failure
- Hack Weeks, which allow people to work on passion projects
- Tech Toastmasters; Soft skills for techies
- Send a survey before the training to learn about the audience
- Train with a variety of delivery styles i.e. video, in-person, online, PowerPoint and interactive
- Offer longer-term training, refresh information and offer ongoing training
- Trainers should be experts on their audience, not just subject matter experts



WHAT WORKS AND WHY:

- Engaging speakers and trainers that use storytelling and real-world examples from their experience and not just lectures about theory.
- In-person training is great because of its flexibility, interactivity, ability to answer questions and customization. Both trainers and students can communicate their stories and experiences, collaborate and fix problems as they arise.
- Online training works when applicable, micro-learning is on the rise in popularity, and data can be tracked and measured with online training. It is time-efficient and flexible.

WHAT DOESN'T WORK AND WHY:

- Conferences that don't go deep enough – just skim the surface of topics
- Training in just one format i.e. a lecture or video only
- Online courses that aren't customizable, attendees can't ask questions, or too self-directed. Ultimately online training lacks the human element.
- Lectures that are too long, not engaging and have little interaction
- Too much theory and not enough practice

THANK YOU FOR SHARING YOUR OPINIONS AND EXPERTISE AT THE IDEA LAB. WE HAVE LISTENED TO YOUR SUGGESTIONS...

Here is a sample of what we have coming up at Tech Manitoba as a result of your ideas, preferences and recommendations as it relates to training and professional development.

- F#ck Up Night: A social networking event featuring stories of failure. The event is on **Thursday, May 14th at the Park Theatre.**
- Introduction to Digital Document Accessibility on **February 13th and 14th here at Tech Manitoba at 435 Ellice Ave.**
- Tech Mash-Ups which is our ongoing monthly lunch hour series. These are great social networking events as well as a chance to learn about what our members are doing through interactive presentations. Our next one is **Tuesday, Feb 18th with Brent Smiley at Compugen** who is the Director of the Green4Good IT Asset Disposition Program.
- Tech Mash-up on **Tuesday, March 17:** Data, Data, Data - The proliferation of Internet of Things presented by Les.Net



WE WOULD LOVE TO KNOW WHAT TYPE OF TRAINING YOU AND YOUR TEAMS WOULD LIKE. PLEASE SEND US YOUR FEEDBACK TO THIS SUMMARY AND ANY FURTHER SUGGESTIONS TO INFO@TECHMANITOBA.CA