Leveraging the Lessons of Experience through Deliberate Practice
GOAL:

a) Share an EMERGING practice -- Deliberate Practice,
b) encourage ideation around one question how does (or could) university-based executive education add value in that model of leadership development

• 10 minutes: what is deliberate practice
• 10 minutes: practices emerging from industry
• 20 Fit Exec Ed into this model – draw it out
• Share out 15
• ONE thing you will put on your “explore” list
There is growing interest in “deliberate practice” in leadership development.....

how can University-based Executive Education add value?
LD Professionals are focusing more and more on this question.....

How do we help leaders leverage the learning from day-to-day experiences?
CONGRATULATIONS
YOU GOT A LEADER!
Good leaders are not born, they are forged from the crucibles of experience
There is only one thing more painful than learning from experience.....

NOT learning from experience.

*Archibald McLeish*
“Deliberate Practice” is the “structure” for increasing lessons learned from day-to-day experiences.
Fast Track: How Top Silicon Valley Companies Accelerate Leadership Development (June 2017)

Four years ago, I wrote a research paper called “Future Trends in Leadership Development.” The paper became popular in various circles and I received good feedback from all groups except one—my friends in Silicon Valley said, “We like the research findings but . . . a lot of those ideas wouldn’t work here. This place is different.”

People make bigger leaps because they become more skilled at extracting the development from experiences (that they’re already having).

Development doesn’t happen sporadically in trainings, but continuously in an ecosystem of complex challenges, colliding perspectives, and reflecting on lessons learned.

“Who cares where?”

Becoming “context” agnostic

Best practices in Accelerated, Continuous Development

1. Give leaders heat experiences.
2. Build ecosystems of peer-to-peer learning.
5. Do internal research to develop company specific “leadership hacks”.

Meanwhile, digital learning platforms are providing “Learning in the flow of work”

1. Real-life challenge
2. Knowledge “bites” at the point of need
3. Engage in repeated rounds of deliberate practice -- “plan, do review”
4. Supported by learning from others
ADEPTION™
Be better

The leadership coach in your pocket.

Be conscious, be curious, be better, with Adeptio.
Adeption app—Action and Reflection
Imagine if you could take a leadership challenge you’re facing and then see how thousands of other leaders approached that same challenge. Adeption is an app that does exactly that. If, for example, you select ‘Resistance to change,’ it will show you what actions other leaders took and the lessons they learned as a result. An algorithm also recommends research-based tools and tactics to try related to your challenge, i.e., leading change. You then take action and later get questions that cause you to reflect on your results and what you learned. This goes into a database for others to learn from. This method works because it’s fast, low effort, and gives you immediate solutions specific to your challenge to try. It also scales development far beyond what face-to-face workshops can do.
Tech leaders have an “allergic reaction” to:

- “Off the shelf” that feels like a program, and does not feel specific to their culture
- Solutions that aren’t based on research
- Purely digital solutions; they like “person-to-person” live interactions
Insight into Action

Action Reminder: Video of professor; remember these, try this
Action Insight: Video, infographic, or short article link; best practice tips for implementing
Action Inspiration: Curated Video, purely meant to inspire action
Action Advice: Video of professor; hope its going well + couple of tips
Reflection Reminder: Text message, from Faculty Director, don’t forget, be ready to report