

# Informal Learning Rediscovering The Natural Pathways That Inspire Innovation And Performance Essential Knowledge Resource Paperback

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#### INFORMAL LEARNING

INFORMAL LEARNING Rediscovering the Natural Pathways That Inspire Innovation and Performance Jay Cross John Wiley & Sons, Inc Crossffirs 9/20/06 2:21 PM Page vii C1jpg Crossffirs 9/20/06 2:21 PM Page iv Praise for Informal Learning "Outstanding! Finally, a book that walks its own talk Jay Cross forces us to look at informal learning

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One element of this suite worth considering is informal learning opportunities for further learning that occur after the training event It is estimated that approximately 80% of workplace learning occurs through informal means, while only 20% of what organizations invest in learning is dedicated to enhancing informal learning (Cross, 2007)

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According to Jay Cross in his book, *Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance*, formal learning in the form of classes and workshops is the source of only 10 to 20 percent of what people learn at work The rest is attributed to informal learning But why is this important?

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13 Cross, J: *Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance* Pfeiffer 2006 WP3: Benchmarking Peer Production Report on the Expert Panels 8 This discussion has also lead to different interpretations of quality - and

### **QUALITY MANAGEMENT FOR PEER PRODUCTION ON E ...**

learning” - eg Jay Cross states that informal learning is strongly fueled by the communication of peers and that this communication is the critical element in informal learning12 12 Cross, J: *Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance* Pfeiffer 2006

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The Adult’s Learning Projects: A Fresh Approach to Theory and Practice in Adult Learning (Toronto Institute for Studies in Education, 1971) 3 Cross, J (2006) *Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance* (John Wiley & Sons, 2006)

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True Blended Learning isn’t merely mixing classroom and virtual training events Instead, it’s a combination of formal learning combined with workplace-based or “informal” learning opportunities—addressing all seg-ments of the 70-20-10 rule This is not to minimize the impact of classroom-based training—far from it

### **Blended Learning for Leadership - The Complete Leader**

aids, “apply the learning” packages, 1:1 coach-ing, and check-ins via social media can extend the learning beyond the classroom But informal learning adds spontaneous, unstructured learner-driven experiences to the mix It leverages assessment, challenge, and ...

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