

Learning every day: On your own, with others, and with AI

Adaptive module

~20 min

“Learn continuously”: the call is everywhere but rarely comes with tools, and without a method it remains wishful thinking (Carol Dweck’s “false growth mindset”). This module turns it into a concrete daily practice: microlearning and spaced reviews, peer learning, and above all AI as a personal tutor (to explain, to question our blind spots, or to produce), with one clear rule: delegate what no longer helps us grow and keep an eye on the rest.

— LEARNING OBJECTIVES

- 01 Build a daily learning practice through microlearning and spaced reviews, within the flow of work.
- 02 Turn what you learn into experience by quickly testing a new practice on the job.
- 03 Learn from others through co-development, mentoring, reverse mentoring, and communities of practice.
- 04 Use AI as a tutor, a mirror, and a tool, delegating what no longer helps you grow.

— WHO IT'S FOR

Anyone who struggles to find time for training and wants to turn their ordinary days into a place to learn.

- **Prerequisite:** none

— HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

- 1 **Self-assessment:** on 9 dimensions, to gauge current habits and guide the practice.
- 2 **Expert video:** 10 minutes, with 3 pauses for reflection.
- 3 **Practice scenarios:** the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
- 4 **Dated commitment:** one action to try, written by the learner or picked from the suggestions.
- 5 **Memo to download:** key takeaways, questions, commitment, personal notes and checklists.

— A SAMPLE PRACTICE SCENARIO

Anouk’s department is changing tools in three months. The training modules are available, but Anouk has been waiting for six weeks for her work to calm down. No one has said when to take them. How can Anouk make room for this learning in her already full days?

— ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- 70-20-10 model – McCall, Lombardo & Eichinger, Center for Creative Leadership
- Afthonios framework for the 3 uses of AI in learning: tutor, mirror/unlearning, delegated production
- Spaced repetition – based on Ebbinghaus
- Learning in the flow of work – inspired by Josh Bersin

SOURCES & REFERENCES

- Axonify – Walmart case study: 54% fewer recordable safety incidents in 8 distribution centers, daily quizzes of 3–5 min
- 70-20-10 model – McCall, Lombardo & Eichinger, Center for Creative Leadership
- Ebbinghaus, 1885 – the forgetting curve and the spacing effect
- Carol Dweck – Mindset, 2006