Open Learning Workshop

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# Agenda

1. Workshop goals
2. Professional Nerd
3. How We Learn
4. Learning Portfolio
5. Simple Learning Process
6. PMI Learning Resources
7. Massive Open Online Courses (MOOC)
8. Open Learning
9. Learning Communities
10. Learning Tools
11. Learning In Your Teams
12. The Possibilities

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Workshop Goals

• Understand what learning resources exist online
• Understand how to apply these learning resources to your professional development
• Brainstorm how these learning resources can be applied to your teams

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Kevin W. Raney
“Professional Nerd”

PMP, PMI-ACP, PMI-RMP, PMI-SP

Project Management Consultant with Booz Allen Hamilton and Director of Academic Outreach for PMI Pikes Peak Regional Chapter

“PM Nerd” Blogger

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Exercise 1 - Professional Development Vision

Time: 10 minutes

Goal: Describe, in the most creative way possible, what your vision is for your professional development in 2016.
How We Learn

70% On the Job
Learn on the job, test out new skills, and measure your progress. Use this opportunity to identify your strengths and where you need to improve.

20% Mentoring
Spend time learning from a mentor who has walked the path you have chosen. This should form the heart and soul of your learning experience.

10% Online Learning
Take time to learn new ideas and skills you will test out on the job and with your mentor. Use this time to explore your curiosity and learn the language of a new path you wish to pursue.

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Learning Portfolio

Knowledge is what you know

Skills are what you do

Persona is who you are

Community/Market is who you serve
A Simple Learning Process

Plan

Mentor

Learn

Reflect

Share
Exercise 2 - Current Goals

Time: 10 minutes
Goal: Starting with your professional development vision, what are your professional development/learning goals for 2016?
PMI Learning Resources

Webinars (Live and On-demand)

Blogs

Project Management Training

+30 Subjects

+25 Focus/Goals

8 Delivery Methods

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Massive Open Online Courses (MOOC) and Open Learning

MOOC

- Academic Earth (http://academicearth.org/)
- ALISON (https://alison.com/)
- Coursera (https://www.coursera.org/)
- EdX (https://www.edx.org/)
- FutureLearn (https://www.futurelearn.com/)
- Khan Academy (https://www.khanacademy.org/)
- NovoEd (https://novoed.com/)
- Open 2 Study (https://www.open2study.com/)
- Peer 2 Peer University (P2PU) (https://www.p2pu.org/en/)
- Rwaq (https://www.rwaq.org/)
- Schoo (https://schoo.jp/guest)
- Udacity (https://www.udacity.com/)
- UniMOOC (http://unimooc.com/)
- Universarium (http://universarium.org/)
- Veduca (http://www.veduca.com.br/)
- xuetangx (https://www.xuetangx.com/)

Open Learning

- MIT Open Courseware (http://ocw.mit.edu/index.htm)
- Open Consortium (http://www.oeconsortium.org/providers/)
- Open Learning Initiative - Carnegie Mellon (http://oli.cmu.edu/)
- Open Learning Initiative - Harvard (https://www.extension.harvard.edu/open-learning-initiative)
- Open Learning Initiative - Stanford (http://oli.stanford.edu/)
- Open Yale (http://oyc.yale.edu/)

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MIT Open Courseware
Coursera

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Learning Communities and Learning Tools

Open Educational Resources
- Duolingo (https://en.duolingo.com/)
- Google Cultural Institute (https://www.google.com/culturalinstitute/home)
- Google Treks (https://www.google.com/maps/about/treks/#/grid)

Learning Communities
- Codecademy (https://www.codecademy.com/)
- Lynda (http://www.lynda.com/)
- Skillshare (https://www.skillshare.com/)
- Udemy (https://www.udemy.com/)

Learning Management
- Degreed (https://degreed.com/)
Google Cultural Institute

Discover exhibits and collections from museums and archives all around the world. Explore cultural treasures in extraordinary detail, from hidden gems to masterpieces.

Create your own galleries and share favorite finds with friends.

Download our partners’ mobile tour apps to enjoy in the museum or on the go.

Art Project
Discover diverse art collections from around the world. Explore artworks at incredible detail, view exhibitions, and take virtual tours.

Historic Moments
Explore online exhibitions detailing the stories behind significant moments in human history.

World Wonders
World Wonders brings modern and ancient world heritage sites online using Street View and other Google technologies.

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Lynda

New skills. Improved skills. Now.
Learn technology, creative and business skills you can use today.

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ProjectManagement.com Profile

Kevin Raney

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MANITOU SPRINGS, CO, USA

Certifications: PMP ✓, PMI-RMP ✓, PMI-SP ✓, PMI-ACP ✓, Certified Scrum Master

PMI Volunteer Status: 2 engagements in the last 2 years [Find another opportunity]
PMI Chapter: Pike's Peak Regional, Colorado Chapter (Chapter Leader)
Connect with chapter members

Contact me about: Current employment opportunities, Career opportunities, Consulting/freelance opportunities, Expertise requests

I am a project manager and a professional nerd. I try to focus more on authenticity, relationships, and trust rather than process, even though I know it is important, because I view project management as an art. I am also a professional nerd and love discovering new learning resources to share with my colleagues and friends.

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Learning in Your Team(s) Part 1

Online Learning
- Knowledge
- Skills

Mentoring
- Persona

On the Job
- Community
Learning in Your Team(s) Part 2

Current State
Identify areas where you want to improve based on your learning portfolio, and your personal and professional goals.

Future State
Measure progress using your learning portfolio.

70% On the Job

20% Mentoring

10% Online Learning

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Learning Using Objectives & Key Results (OKR)

Implementing OKRs

- List 2-3 objectives
- For each objective, list 2-3 key results
- Communicate objectives and key results with everyone
- Grade on a scale of 0% - 100%
- Consider it done when an objective reaches 70% - 80%

Objectives
- Ambitious
- Qualitative
- Time bound
- Actionable
- Almost unachievable

Key Results
- Measurable
- Quantifiable
- Graded objectively
- Difficult but not impossible

Objective = Average of key results

Objective 1
- 75%

Key Result 1 = .65
Key Result 2 = .70
Key Result 3 = .90

Objective 2
- 50%

Key Result 1 = .60
Key Result 2 = .50
Key Result 3 = .40

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Company Mission and Vision
(Company Objectives)

Engineering Objective
(Team Objective)
Key Result 1 (John Smith)
Key Result 2 (Mary Jane)
Key Result 3 (Mary Jane & John Smith)

Marketing Objective
(Team Objective)
Key Result 1 (John Doe)
Key Result 2 (Maggie Smith)
Key Result 3 (Maggie Smith & John Doe)
# Team Application - Example

<table>
<thead>
<tr>
<th>Position</th>
<th>Objective</th>
<th>Key Results</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University of Colorado Athletic Director</strong></td>
<td>Make more money for the university and athletic department</td>
<td>Win Pac 12 Championship, Fill stands to 80%</td>
</tr>
<tr>
<td><strong>Head Football Coach</strong></td>
<td>Win Pac 12 Championship</td>
<td>No. 1 defense in stats, Top 3 offense in stats</td>
</tr>
<tr>
<td><strong>Public Relations</strong></td>
<td>Fill stands to 80%</td>
<td>Highlight 2 local recruits from Colorado, Highlight 2 high profile national recruits</td>
</tr>
<tr>
<td><strong>Defensive Coach</strong></td>
<td>No. 1 defense in stats</td>
<td>Allow less than 100 rush yards per game</td>
</tr>
<tr>
<td><strong>Offensive Coach</strong></td>
<td>Top 3 offense in stats</td>
<td>Average 250 passing yards per game</td>
</tr>
<tr>
<td><strong>News Staff</strong></td>
<td>Highlight 2 local recruits from Colorado</td>
<td>Publish 3 feature articles in Denver Post</td>
</tr>
<tr>
<td><strong>Scout</strong></td>
<td>Highlight 2 high profile national recruits</td>
<td>Visit 5-10 high schools in each target region</td>
</tr>
</tbody>
</table>
Mentoring makes a difference!

As a PMI Mile Hi member, our Professional Mentorship Program is available to you at no charge.

You will be matched with a seasoned professional with expertise in the areas where you want to grow your career.

Mentors are available to help you:

- Make the transition from other careers into project management
- Work on Professional Certifications
- Grow your career in your current job, or into your dream employment opportunity

Contact: professionalmentor@pmimilehi.org

How about sharing your experience?

Become a PMI Mile Hi mentor!

It’s a valuable way to give back to your professional community.

As a mentor in PMI Mile Hi’s Professional Mentorship Program, your extensive experience in various fields of project management will be matched to individuals looking for that long-term expertise.
Exercise 3 - Two Week Action Plan

Time: 10 minutes
Goal: Starting with your professional development/learning goals for 2016, what are 1-2 goals you can commit to accomplishing in the next two weeks?
Exploring The Possibilities
References

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- [The Basics of OKR, Henrik-Jan van der Pol](#)
- [OKR, Objectives Key Results, Jayme Hoffman](#)
- [Objectives and Key Results, Weekdone](#)
- [PMI Mile Hi Mentor Program](#)
- [Rachel Town Example Portfolio](#)

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