L&D REWIRED

DISCUSSION GUIDE

OFFBEAT

L&D Rewired is meant to be put to work, and one of the best ways to do that is to talk it through with other people who do the job.

This guide has discussion questions for each of the book's six chapters. Use a single question to open a team meeting, or work through a all chapters during a strategy session.

TO BRING LAVINIA INTO YOUR TEAM FOR A SESSION, EMAIL LAVINIA@OFFBEAT.WORKS.

CHAPTER 1: WHY L&D NEEDS REWIRING

1. When someone outside L&D describes what your team does, what words do they use? How close is that to your own description?

2. Think of a request you fulfilled in the last year that you suspected wouldn't change anything. What made it hard to push back?

3. Which L&D rules do you follow because they work, and which do you follow because everyone does?

CHAPTER 2: FROM TRAINING CREATORS TO SYSTEM ARCHITECTS

1. Pick a recurring performance problem in your organization. What structures or beliefs sit below the surface and keep it in place?

2. Who outside L&D would you need in the room to map that problem properly?

3. What would tell you a learning culture exists in your organization? What behavior would you see?

CHAPTER 3: FROM CONTENT DESIGNERS TO EXPERIENCE DESIGNERS

1. What learning experience do you still remember years later? What made it stick?

2. When did something at work unsettle an assumption you held? What did you do with that discomfort?

3. If you designed your current programs around the experience instead of the content, what would you cut?

4. What experience outside work could you borrow from when designing your next program?

CHAPTER 4: FROM CAPABILITY BUILDERS TO BEHAVIOR DESIGNERS

1. Think of a skill people know they should use but don't. Is the gap in capability, opportunity, or motivation?

2. What gets in the way of people applying what they learned in their first week back at work?

3. Write an if-then plan for one behavior you want to build yourself. What made it easy or hard to write?

4. What do people get rewarded for that works against what you train them to do?

CHAPTER 5: FROM WORKSHOP FACILITATORS TO ORGANIZATIONAL FACILITATORS

1. Which teams in your organization struggle most to work together? What would they need from a facilitator?

2. What conversations aren't happening because nobody is positioned to facilitate them?

3. How do leaders see L&D's role in strategy discussions? What would it take to be invited in earlier?

4. Which recurring meeting in your organization would benefit most from a facilitator?

CHAPTER 6: FROM CAPABILITY BUILDERS TO BEHAVIOR DESIGNERS

1. How is AI changing what people ask L&D for? What are you doing differently because of it?

2. Of the four shifts in this book, which is your team closest to making? Which is furthest away?

3. What's one rule you'll break in the next three months? Who will you tell?

4. What support would you need to keep going when the first attempt doesn't land?

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