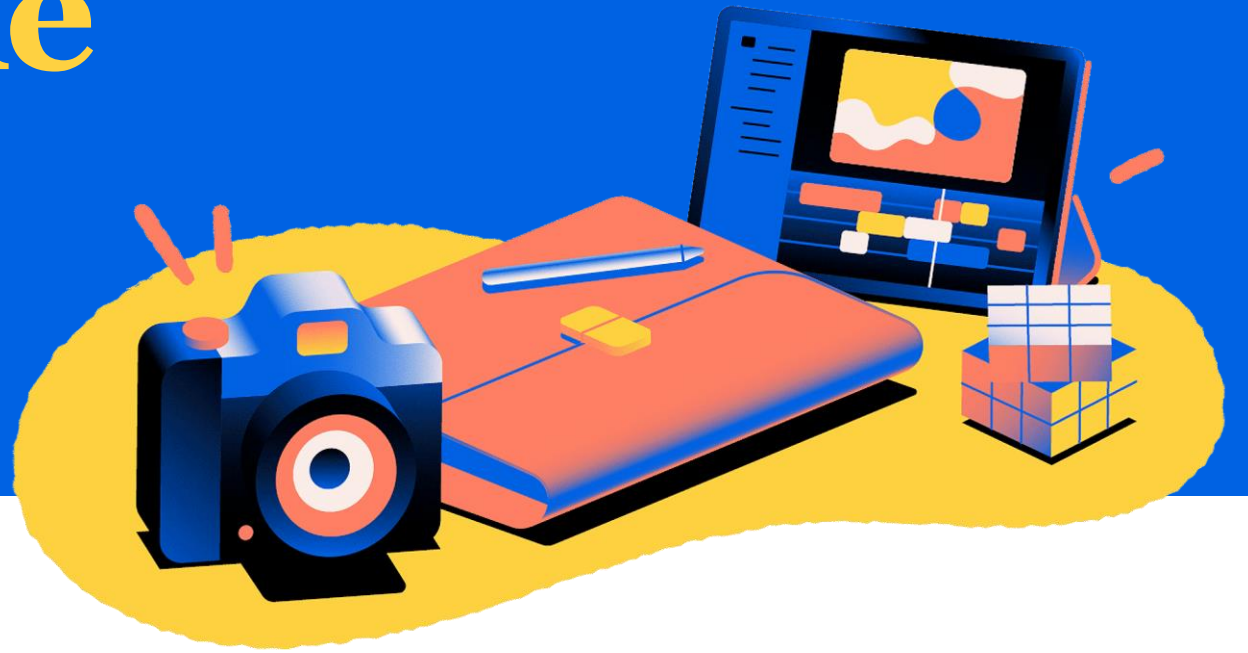


Learning is the Future

Janice Burns
Chief People Officer



Learning is the future



Survival of the Fittest



The Art of the Pivot



Lean in to Change



Elasticity Equals Durability



How Humans Learn



Watching and Reading



Gain Knowledge



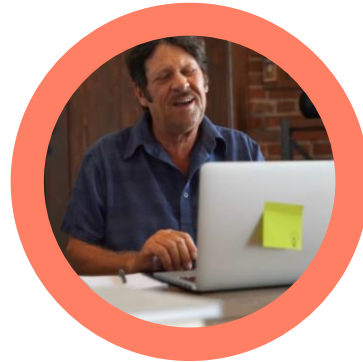
Trying and Failing



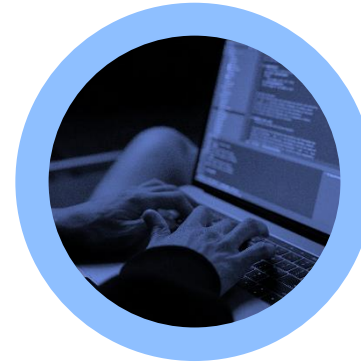
Understanding Pitfalls



Listening and Storytelling



Acquire Perspective

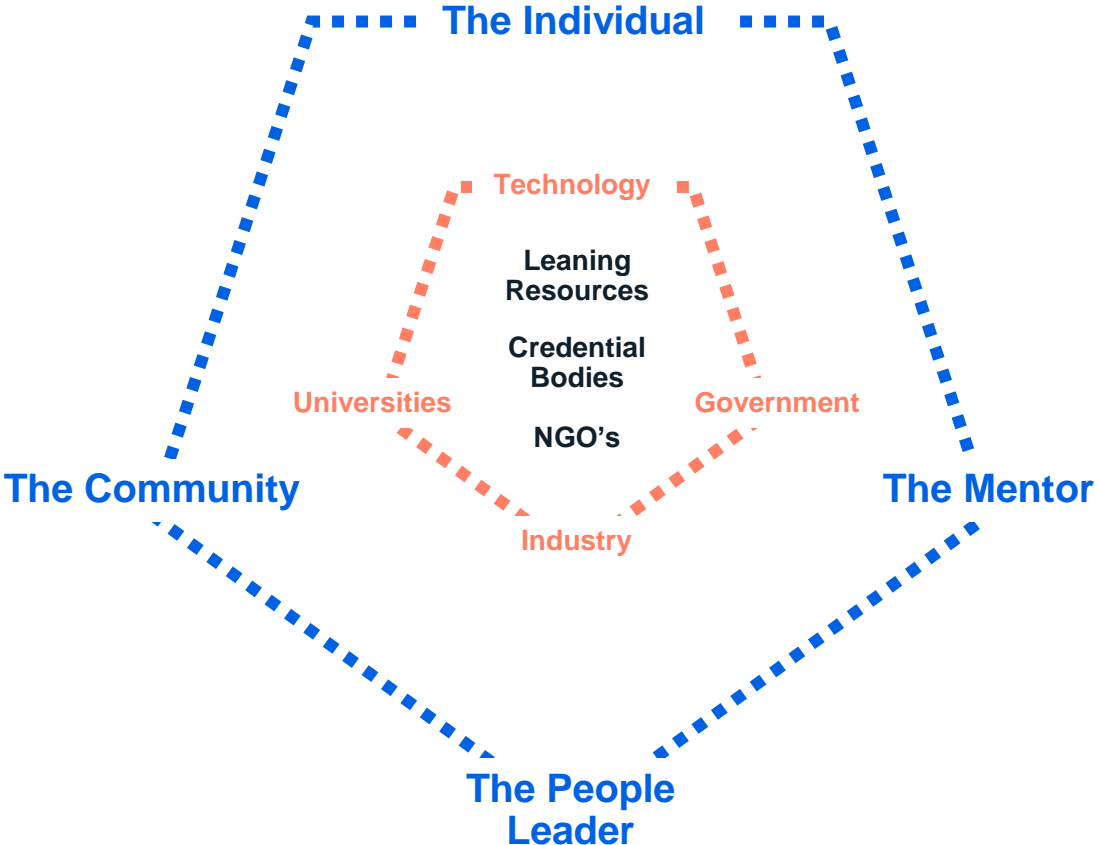


Practice and Doing



Develop Competence

Learning is a Community Sport



The Mentor Role in Development

Know What You Need



Functional

and/or

**Industry
Expertise**



Leadership

and/or

**Executive
Expertise**



**General
Management**

and/or

**Business
Acumen**



**Organizational
Savvy**

and

**Institutional
Knowledge**



**Wellness
Sage**

**Financial
Physical
Mental
Emotional
Spiritual**



**Affinity
Trailblazer**

How Will You Learn From Your Mentor



By Watching

Role model behaviors



By Listening

Leveraging their perspectives



Trying and Failing

Using course-correction techniques



Doing the Work

Taking direction on what to do next

Mentoring is a Relationship Sport



Build Rapport



Establish Trust



Lead Open and Candid Conversations



Practice Active Listening and Questioning



Demonstrate Authentic and Genuine Motives



Show Reflection and Grace

