

# New Rules for Learning

## "Envisioning the 21st Century Trainer"

***"Trainers are learners and, as such, engage people, strategies, and technology, based on a vision, to create new and better ways of learning."***

**Nicholas Hobar, 2015**

Typically, the role of a trainer focuses on helping employees of companies to learn specific topics and procedures related to their job expectations. Over the years the process of training has evolved and usually includes facilitation, coaching, collaboration, and mentoring roles. Some trainers are employed in-house while others work for training companies who are contracted by employers. ***These descriptions tend to sustain conventional roles and images of training!***

**In the 21st century, we envision an ever-changing and disruptive learning improvement vision and role for all trainers.**

- ***The role of the 21st century trainer combines what people do best -- nurture and support learners -- with advanced digital technology to do what it does best -- process data, information, and knowledge at the speed of light.***

**As this role evolves**, people will become dynamic learners -- to be their own trainers, able to ask themselves good, new questions and guide both online and collaborative face-to-face efforts in answering them. In this role, 21st century trainers focus on the following vision of training as they increase both collaboration and learning:

- ***Moving from one trainer and many learners to thousands of trainers for each learner!***

The following preliminary characteristics begin to describe this emerging vision and role in the field of learning improvement. What do you think about the vision and role of the 21st century trainer? ***Add your ideas to this Wiki!***

***We think the 21st century trainer:***

<ul style="list-style-type: none"> <li>• Recognizes the potential of combining people, training, and technology to improve learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Uses social networking tools daily to communicate with personal and professional contacts, PLNs, employers, and employees.</li> </ul>
<ul style="list-style-type: none"> <li>• Values technology as a way to communicate, solve problems, create solutions, and increase learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Applies Web 2.0 tools to generate, co-create, remix, and share learning and training plans, assessments, and results and to improve professionally.</li> </ul>
<ul style="list-style-type: none"> <li>• Thinks it is cool to be associated with technology and advocates its use with friends and colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• Believes change occurs when learning, training, and professional development are integrated into technology and not vice versa.</li> </ul>
<ul style="list-style-type: none"> <li>• Works on a personal computer and mobile device each day at home and work.</li> </ul>	<ul style="list-style-type: none"> <li>• Can demonstrate how technology supports improvements in training, employee performance, and professional development.</li> </ul>

