:lernOS ©cc

A Quick-Start-Guide
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Where to start?

W4 W8

PLAN Event → Learning in sprints (13 weeks) → RETRO Event

Why lernOS?

Constant change and our future well-being require continuous learning. Lifelong learning as well as learning in teams and organizations ensures a good future for all of us. lernOS offers freely and openly available guidelines that promote self-directed learning at all levels.

What is lernOS?

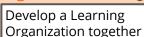|	
Open System	for Lifelong Learning and Learning Organizations
Brainware	… not Software!
Verb	in Esperanto, I/we will learn (mi/ni lernos)
Project	of the Cogneon Academy with duration 2016-2022

Select lernOS starting point 🎯

You can start with lernOS for yourself, in your Team or für deine Organisation starten

- Do you want to start as individual?
- Do you want to include the whole Organisation?
- Do you want to start as Team?

bottom up · **top down** · **middle up down**

lernOS Infos

Website: lernos.org
Twitter: @lern_os
Community: community.cogneon.de
GitHub: github.com/cogneon

lernOS for You 👤

Cultivate the art of self-directed lifelong learning

- Learning in 3-months sprints with personal learning goals
- Selforganized learning allone, in a learning tandem or in a circle (4-5)
- 3 learning paths with 2h time/week necessary
- Methodological elements: Scrum, OKR, GTD und WOL.

lernOS for Organizations

Develop a Learning Organization together

- Comprehensive „Learning Coalition" with the Learning Organization as true north
- Open Space Learning event every 3-6 month
- Learning sprints for experiments and projects
- A lot of voluntary helpers („army of volunteers")

lernOS für Teams 👥

Enable collaboration & learning in teams

- Team development with 3-month sprints with or without learning coach
- Action learning e.g. as part of team jour fixes
- Topics e.g. communication, documentation, filing, Office 365 etc.

lernOS Toolbox 💼

- **Content:** proven methoden and tools for good handling of knowledge
- **Duration:** 1 sprint (=3 month) with 2h effort/ week
- **Learning group:** learning allon, in tandems or circles (4-5)
- **Examples:** Sketch-noting, Podcasting, Expert Debriefing, Community Management

Stop Reading, Start Doing!

1. Choose guide / learning path
2. Look for fellows in your team / organization or for a tandem/circle (Circlefinder)
3. Plan the date for the start in week 0.
4. Let's start!

What are the advantages of lernOS?

	short-term	Long-term
Individual	▪ Work productive & focussed ▪ Use of modern tools ▪ Information flood under control ▪ Learning in social networks	▪ Sustainable safety in work ▪ Feeling of self-efficacy and self-realisation ▪ Development of personal network
Organization	▪ Feeling of solidarity and team spirit throhgh participatory approach ▪ Productivity gain through knowledge/experience transfer	▪ Synergy accross silos ▪ Learning aligned with strategy ▪ Competitive advantage through learning as core competence

What are the critical success factors?

Individual

- **KEEP CALM & LEARN ON!** Determination and persistance
- **Mindset** Future does not „happen", I can help to shape it!
- **Time** for learning is scheduled
- **Curiosity** for new topics instead of „work as usual"
- **Openness** for knowledge/experience of others instead of reinventing wheels and repeating mistakes

Organization

- **Clear message:** Knowledge & learning are important for our future
- **Time and open space** for learning and development
- **Learning Coalition** initiate and support on an ongoing basis
- **Sponsor** in top management
- **Invitation based** develpment/ change process