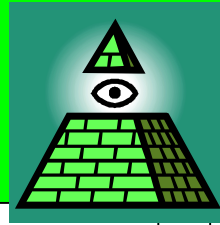


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Thumbinar

n. A seminar where the audience is encouraged to actively work their smart phones so presenters can to keep them engaged by posting tweets to them at regular intervals.

Source: Talent Management Mag

Gray Ceiling

n. Term coined by younger workers frustrated by baby boomers continuing to delay retirement. Younger workers consider them to be an artificial barrier to their lack of advancement.

Source: Talent Management Mag

Pipefitter

n. Talent stolen from another company to rebuild an emaciated talent pipeline (due to lack of employee development during the recession). Prevents the company from responding to upcoming growth opportunities.

Source: Talent Management Mag

mLearning

n. Learning programs using mobile devices to deliver informal, just-in-time training. Because it currently lacks trackability in an LMS, it isn't practical for formal learning.

Source: TrainingIndustry.com

Face-lift

n. Posting a vintage photo of you on the web to make yourself appear to be more attractive and/or competent looking.

Source: Popular Science Mag

Real Time Web

n. Search engines that deliver different, updated results almost every time based on topics that generate a massive number of links and postings within minutes (i.e., what the world is doing at this very moment).

Source: Wired Mag

Microlearning

n. Unstructured learning that relies on human-to-human interaction and interaction with Internet media. It's not stored in a centralized repository, nor is it created in advance. It uses a folksonomy, as opposed to taxonomy, approach to tagging metadata.

Source: Chief Learning Officer Mag

Metadata

n. Defined as "data about data." Metadata is an emerging practice with close ties to librarianship, information science, information technology and GIS. It can be applied to a vast array of objects including both physical and electronic items such as raw data, books, CDs, DVDs, images, maps, database tables, and web pages.

Source: Wikipedia

ROS (Return on Strategy)

n. A process for aligning learning activities with business drivers (staff & customer retention, customer satisfaction, new customers added) vs. aligning them with financial results.

Source: Chief Learning Office Mag

Alliance Hypothesis

n. Theory for why we form friendships. In business, we form friendships based on the perceived value each decision brings. This offers us a network of allies to draw on during life's conflicts

Performance Monsters

n. Obstacles to valued performance which drain limited resources. Examples: Unnecessary training, insipid motivational events, flavor-of-the-month enthusiasms. Hint: Read "Improving Performance: How to Manage the White Space in the Org Chart" by Geary Rummler & Alan Brache

Foreknowledge

n. The opposite of looking for answers in the past. In times of rapid change, there is a need to focus on what the future will demand, not what the past *used* to demand. There may be less risk starting over than building on the past.

Leadership Disbursement

n. Taking people out of the hierarchical structural chart of the past and into a circular, flexible, fluid management structure for the future. Rather than a single leader, leaders at every level of every enterprise dispersing the responsibilities of leadership across the organization.