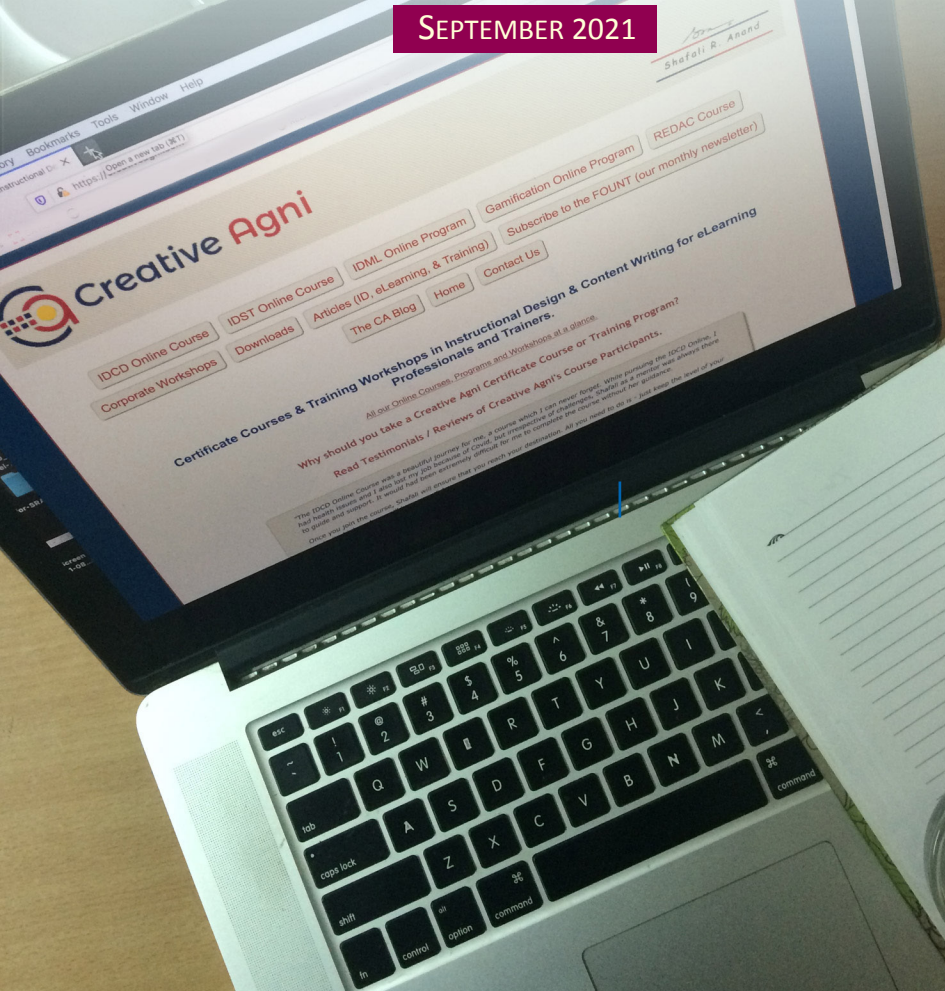




THE FOUNT

The ID Magazine for the Evolved Learning Professional

SEPTEMBER 2021



ARTICLE

Manage Change Through Learning

THE DOUBLE-TAKE

STOP @ ID Junction

QUIZ ME QUICK

THE PODIUM
Featured Guest:
Bhanu Malhotra

CONTENTS

- 2 Letter from the Editor**
A short message from Shafali, who introduces the new avatar of The FOUNT.
- 4 The FOUNT Article**
In this article, “Managing Change through Learning, read about the two types of learning that can keep organizations and individuals ahead of competition.
- 9 Sloth & Froth**
The real challenge that Sloth faces, post the TTT program, is...
- 10 The Double-Take**
Did you know these terms... or did you just do a double-take?
- 11 Stop @IDJunction**
If you are bored of the bland and want to spice up your learning life, stop at the Instructional Design Junction to recharge.
- 13 Around the Web**
Finding classy content on the Internet isn’t easy. Read CA-curated articles on ID, elearning, and training, without slushing through the web yourself.
- 14 Quiz Me Quick!**
“5 Minutes - 5 Questions! How many can you answer?” asks Coffeebeans.
- 15 The Podium**
The Podium features Bhanu Malhotra of UNDP with her autobiographical article, “La vie est belle - The Tale of my beginning.”
- 17 Wisdom & Wit**
A mix of serious, funny, witty, and wise quotes that jolt you out of your rut-inspired daze.
- 18 Announcements**
Creative Agni’s Calendar of the upcoming online certificate courses/ programs and free workshops.

LETTER FROM THE EDITOR



Dear Friends of the Learner,

Welcome to this issue of The FOUNT.

As you will soon find out, this issue is going to be very different from all the previous issues, and so you might say that it turns over a new leaf quite literally.

It's customary that we speak of the weather, and truthfully speaking, it's a kind of code that proves my identity to you. So let us first get that out of our way.

The weather is beautiful. The leaves of the plants in my garden are turning a lovely shade of green...that lush green which emerges when the most stubborn particles of dust are washed away by the ferocious downpour of the monsoon rain. The squirrels are enjoying a feast of peanuts, and the tiny Indian white-eyes are chirping in the bough of the bougainvillea that grows outside my window.

So...as I said, the weather is beautiful, and everything appears to be bright and lively.

This brings us to this issue and how it's different. We took feedback from our subscribers and realized that The FOUNT must change to keep up with the changing times. The New FOUNT is a friendly magazine now.

Following is the structure of the new magazine avatar of The FOUNT. It shall now have the following seven sections:

1. *The FOUNT Article* is a Creative Agni article that will be first published in The Fount.
2. *The Double-take* shall introduce new terms related to the learning domain.

3. *Stop @ Instructional Design Junction* will present links to the resources (articles, discussions, posts etc.) recently added to Creative Agni's Instructional Design Junction.
4. *Around the Web* will bring you links to CA-curated articles on training, elearning, and other related areas.
5. *Quiz Me Quick* is a short and quick video quiz that will help you self-assess your ID knowledge.
6. *The Podium* will invite senior industry professionals so that they share the details of their journey in this industry with you.
7. *Announcements* will present information on our upcoming certificate courses and free/open workshops.

And the most important change is that now you won't need to go through the FOUNT in your email. Instead, *Each issue of The FOUNT will now be a downloadable PDF, which you can download, print, and read at your leisure.*

I once again thank you for being on this journey with us and for cheering us on.

Shafali

Shafali R. Anand
Founder & Chief Envisionist
Creative Agni Consulting and Training
Editor & Publisher -The FOUNT

Website: www.CreativeAgni.com

 [On LinkedIn](#)

Managing Change Through Learning

By Shafali R. Anand

SYNOPSIS

Change is inevitable and when we aren't prepared for it, change can be disastrous for organizations as well as individuals. In this article, we discuss why change happens and what happens when we are blindsided by change. We then ascertain that in order to ride the wave of change, we must be aware of the upcoming change and acknowledge its existence, next we must review how the change would impact the future, and finally, we must learn the skills needed to ride the wave.

Why Change Happens?

Change happens because humans are inventive and innovative. It

happens because there always would be organizations and individuals who are working on the forefront of technology. We cannot stop change.

Why Some Organizations/Individuals don't change?

There are two important reasons:

1. The Why-Fix-What-isn't-Broken Attitude
2. An Aversion to Change

1. THE WHY-FIX-WHAT-ISN'T-BROKEN ATTITUDE

Organizations

Organizations that are making good profit from their existing products/services are unlikely to bring about a change that could rattle their performance.

Nokia's downfall is an example of this attitude. In 2007, they were the market leaders with about 45% of the cellular phone market share, but they refused to see the change that was sweeping the world. They couldn't wrap their head around the fact that people wanted to use their cellphones for doing stuff other than playing pixelated games and making calls. They didn't want to give up on Symbian, their operating system – and when they finally

did, they got Windows - and in doing so they jumped from the frying pan into the fire!

Individuals

Individuals fall in the same trap. If a particular skill-set has been serving them well for a long time, they fall into the comfort-zone and turn a blind-eye to the changes that are happening around them. A lot of Flash developers went through a similar crisis about a decade ago.

2. AN AVERSION TO CHANGE

Organizations

Organizations are led by the vision of their top-management. If the top-management is averse to change and doesn't reward inventiveness and creativity, they would likely turn a blind eye to the changes that are sweeping their industry/business space.

Individuals

Individuals behave similarly. Learning a new skill requires an outlay of time and money, but that is often a secondary concern. As we grow up, we become more fearful of challenging ourselves. We tend to take fewer risks. Acknowledging the need for a change often requires us to also

acknowledge the corresponding risk - something that we try to avoid.

This is why we cocoon ourselves and close our eyes to the changes that are happening in our environment.

Another limiting factor for individuals is the impact of age. Most of us (writer included) ignore our health until we start receiving warning signals. While we are ignoring our health, our metabolism starts slowing down, we feel tired more easily, and this “change” is so slow that we don’t even notice it. Thus, one change (that in our health) keeps us from noticing the other changes in our environment.

Organizations and Individuals can survive and even ride the wave of change through two types of learnings - Awareness Learning and Competency Learning

So What should Organizations/Individuals Do to Survive and Ride the Wave of Change?

Organizations and individuals can both emerge victorious by

embracing the virtue of continuous learning.

There are two types of learning that both (the organizations and/ or the individuals) must do.

1. Awareness Learning
2. Competency Learning

1. AWARENESS LEARNING

We must open ourselves to absorb signals of change from our environment. I call it awareness learning because we learn by becoming aware of all that goes on around us. We can acquire such learning through several different formal and informal channels, such as Internet, television, newspaper, journals, online newspapers and other publications, personal/corporate/news blogs, and most of all by keeping in touch with colleagues who have moved to other organizations.

Awareness learning is continuous and (should be) natural. While an individual can habituate himself or

herself to imbibe information from their environment in a natural way, in an organization, it would require some extra planning.

Awareness Learning for Organizations

Here are some ideas for organizations who want to make awareness learning a way to become aware about a change while it's still on the horizon.

- Periodic, safe-space, semi-formal/informal meetings at various levels (front-end team, middle-management, top-management,) in which everyone is nudged to share information (not ideas) about what's happening around.
- Allow employees to share their thoughts on an intra-company blog or through company magazines circulated within the organization. Institute rewards/awards for the contributors.
- Recurring information pieces should raise a flag for the management, who should then monitor them closely to see if they become a trend.
- Top management should determine if their organization should/could ride the trend and how. They should also assess the

potential risks of such a trend.

- If the organization determines that the risk can't be mitigated with the current competencies it has, then the organization must plan for a deeper change and execute it. On the other hand, if such awareness allows the organization to see how they could ride this wave of change toward a brighter future, they could plan for that too.

Awareness Learning for Individuals

Individuals could train themselves to do awareness learning by maintaining a journal and jotting down the new learning/thoughts into a diary. It won't be long before you see yourself writing about one or more topics, more often than you write about other things. Human mind being what it is, you'll find yourself automatically connecting your own future with the said trend. When that happens you will ask yourself if you have the right competencies to face the future with confidence. Awareness Learning will lead you to the right type of competency learning.

2. COMPETENCY LEARNING

Competency Learning or the learning that is associated with developing the competence to perform in the new changed environment, comes at a cost, both for organizations and individuals.

Competency Learning for Organizations

Organizations must pay for the new technology/skills and also make the employees believe in the usefulness of the change.

Competency Learning for Individuals

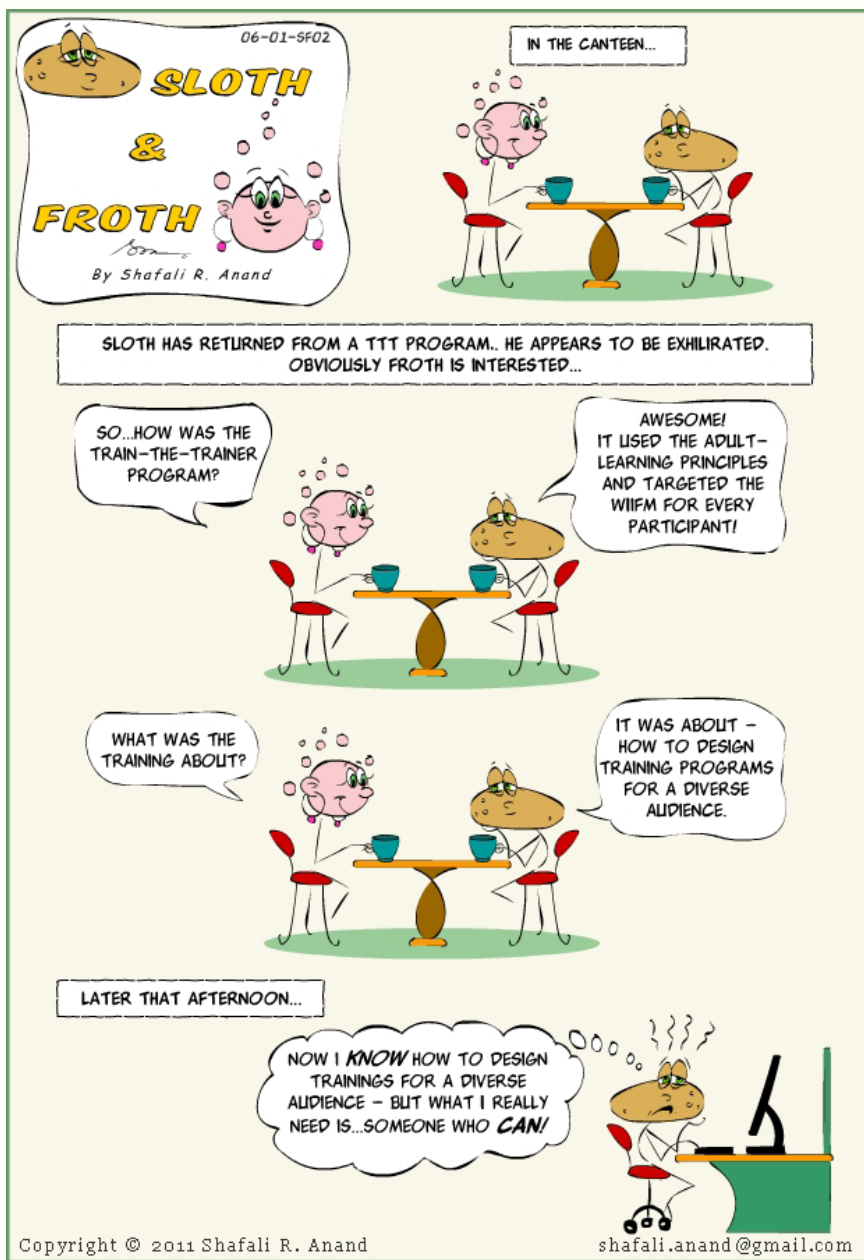
Individuals must pay for learning a new skill and they must go through the personal and professional discomfort of a job change.

And yet, by learning to stay aware and learning to build the right competency, we can make sure that we never go obsolete.



SUBSCRIBE TO THE FOUNT

[Click/Tap here to get
The FOUNT Magazine
in your Mailbox](#)



Copyright © 2011 Shafali R. Anand

shafali.anand@gmail.com

THE DOUBLE-TAKE

How many of the following terms do you know?

1. GPT-3:
2. FONKU
3. Responsive Content
4. Chatbots



Here are the answers (jumbled up.)

1. The Ben or Ted or Lisa who pops up in the little chat box and asks you MCQs.
2. Content that changes its form and flow based on the device.
3. An AI language model that promises to ape the human mind even in its creativity. It can do poetry, write a story, tell a joke... the list goes on.
4. The **Fear Of Not Keeping Up**

(Hold on, ID-Queens and ID-Kings! These jumbled up answers don't mean that we aren't aware of the extraneous load this causes. It just means that we want you to have some extra fun un-jumbling them.)

If you knew:

- 1 out of 4: Get out more.
- 2 out of 4: Pull your head out of the sand.
- 3 out of 4: You are in the game.
- 4 out of 4: Don't give others a complex.

STOP @ INSTRUCTIONAL DESIGN JUNCTION

If you don't like the bland stuff, if your cognitive palate gets activated only when content is spiced up, stop @ Instructional Design Junction.



Welcome to the Instructional Design Junction

Creative Agni's Instructional Design Junction is the beginning of a dream. It's place where we can talk about ID, content, training, and everything else with passion, and where the calm waters of instructional logic mix with the raging tsunami of creative energy...

Read More @

- <https://instructionaldesignjunction.com/2021/08/07/instructional-design-junction-welcomes-trainers-content-designers-writers-teachers/>

Meet the First Ever Plagiarist

We see instances of plagiarism everywhere. This term was first used sometime around 40 AD. And yet, plagiarism as an "art-form" definitely existed centuries earlier. Here's a short story - a rather shocking case of literary theft from...well, hold your breath... a blind man!

Read More @

- <https://instructionaldesignjunction.com/2021/08/10/the-first-plagiarist-thestorides-and-homer-plagiarism-copying-stealing-copyright/>

Bloom's Taxonomy vs. Revised Bloom's Taxonomy

What are they? How are they different? And more so...why should you care? It depends a lot on who you are, and when you came of "instructional" age. As a user of theories and models, as long as you use them the right way – both yield the same results. But it's best to stick to one, or you'd be over-taxing your brain.

CONTINUED...

Read More @

- <https://instructionaldesignjunction.com/2021/08/11/blooms-taxonomy-vs-revised-blooms-taxonomy-differences-and-which-is-better/>

**The Cognitive Load Theory and its Application in Instructional Design**

According to John Sweller, there are three types of cognitive loads or working memory resources that must be allocated for the process of learning. These are:

- Extraneous Load
- Germane Load
- Intrinsic Load

Read More @

- <https://instructionaldesignjunction.com/2021/08/23/john-swellers-cognitive-load-theory-and-its-application-in-instructional-design/>

7 Plus or Minus 2 Rule and The Chunking Principle

In 1956, George Miller gave the 7 plus or minus 2 Rule to define the limits of human memory, and then in 1973, Herbert Simon and William Chase presented the Chunking Method, which allows learning designers to stretch the limits of the working memory.

Read More @

- <https://instructionaldesignjunction.com/2021/08/23/george-a-millers-7-plus-or-minus-2-rule-and-simon-and-chases-chunking-principle/>

AROUND THE WEB

Creative Agni curated some nice-to-read articles from around the web. Check them out.

What is Constructivism?

If you've been baffled by Constructivism and how you can use it to make your training programs and courses more effective for your adult learners, read this nicely structured, well-rounded article.

- <https://www.wgu.edu/blog/what-constructivism2005.html>

5 Keys to Successful Training in 2021

This article by Shelley Stanley gives some great tips on how you can make your virtual training programs effective and successful.

- <https://trainingindustry.com/articles/remote-learning/5-keys-to-successful-training-in-2021/>

What Is Microlearning: A Complete Guide For Beginners

If you want to figure out the concept of microlearning and understand its advantages, read this great article by Nikos Andriotis. Of course, if you want to learn the nuances and master storyboarding for microlearning, you should check out [Creative Agni's IDML Online Certificate Course here.](#)

- <https://elearningindustry.com/what-is-microlearning-benefits-best-practices>

Virtual Reality will Change the Way we Learn and Teach

This article by Nick Babich provides a bird's eye view of why VR will impact the way learning happens. Check it out if you are new to VR and want to get a handle on it.

- <https://xd.adobe.com/ideas/principles/emerging-technology/virtual-reality-will-change-learn-teach/>

QUIZ ME QUICK

Here's quick quiz to check your ID rudders before you sail the high seas of content.



Visit:

<https://instructionaldesignjunction.com/2021/08/31/quiz-me-quick-smart-instructional-design-quiz-by-coffeebeans-and-creativeagni/>

La vie est belle

The tale of my beginning...

By Bhanu Malhotra

When things go against our plans, we sulk and become sad. Often, we blame our destiny, instead, we should try looking at the flip side. The world is beyond becoming an Engineer, Doctor, CA, Civil servant, and all the other professions with fancy nametags. I too wanted to pursue a different career option but ended up becoming an Instructional Designer. Hello all, I am Bhanu, and this is my journey...

It all started 14 years ago when I joined my first company somewhere in Noida (this is how an ID writes when she wants to hide relevant details,) and happened to interact with the person who was leaving the company to pursue her career in ID. That was my first tryst with the term 'ID' which I misunderstood for 'IT'. Yeah, that happens, when you venture into



a whole new world outside your cocoon and are confronted with intricate industry jargon. This aroused a curiosity in my mind to

explore it and understand what it was all about. I took the help of Mr. Google and landed up at the doorsteps of Creative Agni, which was then Wavelength, and the rest is history.

In my opinion, anyone can become an Instructional Designer, what you need is an optimistic and curious mind, a hunger to learn, *good command of language* (yes, it is English) and most importantly your comprehension ability. Additionally, you should have *empathy* (read it aloud). When these abilities are blended with precise guidance, a product as pristine as a 'Single Malt Scotch' is born. (Pun intended. By now that you have made a judgement about me, I am left with no choice but to clarify that I am a 'Rum' person.)

My journey has not been a cakewalk. The world out there is tougher and a lot more ruthless than I had imagined. After being part of this industry for so long, I can vouch that it was sheer resilience and perseverance that helped me sail through it. All you need is little faith in yourself and determination.

Instructional Design is a vast field that allows you to learn and grow every day, and trust me - *sky is the limit*. This career option equips you

to help others and be a part of their journey, which is quite satiating.

We, IDs make learning engaging, interesting, and simple for our learners. In a nutshell, we make learning effective and fun-filled concurrently! So, a whole new world is waiting for brilliant minds like yourself. Come be a part of this family!



Bhanu Malhotra works as Learning Experience Architect with United Nations, Office of Information and Communications Technology. She has more than a decade of experience in the area of Instructional Design and eLearning. She has earlier worked with Infopro eLearning, FCS Software and Genpact. You can reach her at LinkedIn at: <https://www.linkedin.com/in/bhanu-malhotra-3a200310/>

**SUBSCRIBE TO
THE FOUNT**

[Click/Tap here to get
The FOUNT Magazine
in your Mailbox](#)

WISDOM & WIT

Better to remain silent and be thought a fool than to speak out and remove all doubt.

-Abraham Lincoln

*Impossible is just a big word thrown around by small men who find it easier to live in the world they've been given than to explore the power they have to change it.
Impossible is not a fact. It's an opinion.
Impossible is not a declaration. It's a dare.
Impossible is potential.
Impossible is temporary.
Impossible is nothing.*

-Muhammad Ali

The highest form of ignorance is when you reject something you don't know anything about.

-Wayne Dyer

Before you marry a person, you should at least make them use a computer with a slow internet connection to find out who they really are.

-Will Ferrell

ANNOUNCEMENTS

CERTIFICATE COURSES:

The IDCD Online (<http://creativeagni.com/idcd/>)

Course Start Date: Sept. 26, 2021, Last Date to Apply: Sept. 15, 2021

The IDST Online (<http://creativeagni.com/idst/>)

Course Start Date: Sept. 25, 2021, Last Date to Apply: Sept. 15, 2021

The GeLT Online (<http://creativeagni.com/gelt/>)

Course Start Date: Sept. 25, 2021, Last Date to Apply: Sept. 15, 2021

The IDML Online (<http://creativeagni.com/idml/>)

Course Start Date: Sept. 26, 2021, Last Date to Apply: Sept. 15, 2021

[CLICK/TAP HERE TO READ
TESTIMONIALS/VIEWS OF OUR PAST PARTICIPANTS](#)

FREE WORKSHOPS:



The Personal Finance Online Workshop (<http://creativeagni.com>)

Workshop On: Sept. 19, 2021 (10 AM to 1 PM)



Creative Agni's Certificate Courses

- The Instructional Design & Content Development (IDCD) Certificate Course
- Instructional Design for Senior-professionals and Trainers (IDST) Certificate Course
- Gamification of eLearning & Training (GeLT) Certificate Online Program
- The Instructional Design for Micro-Learning (IDML) Certificate Online Program



Creative Agni's Corporate Trainings/Workshops

- IDT: Instructional Design for Trainers (3-Day)
- IDeL: Instructional Design for eLearning Development (3-Day)
- SBeL: Storyboarding for eLearning (2-Day)
- C2D2: Creativity for Content Design and Development (2-Day)
- GoT: Gamification of Trainings (2-Day)
- ISW: Instructional Storywriting and Storytelling (1-Day)
- CT: Cartooning for Trainers (1-Day)
- CWW: Content Writing for the Web (1-Day)



The Creative Agni Blog & The Fount Magazine

- Visit the Creative Agni Blog.
- Subscribe to The FOUNT - The ID Magazine for the Evolved Learning Professional.



Instructional Design Junction

(Your Gateway to Excellence in Learning)

www.InstructionalDesignJunction.com



Creative Agni

www.CreativeAgni.com

[connect\[at\]creativeagni\[dot\]com](mailto:connect[at]creativeagni[dot]com)

Published by Creative Agni for Shafali R. Anand. The content in the magazine may not be reproduced in any form partly or fully, in print or online, except as a quote or a mention, without explicit written permission of the publisher. All the content of the magazine, except where the creator/author of the content is specifically mentioned, is copyrighted to Shafali R. Anand. For quotes of less than 50 words, please attribute them by mentioning the article's title, the author and the Fount Issue. For larger quotes or for reproducing an entire article, write to the publisher at: [connect\[at\]creativeagni\[dot\]com](mailto:connect[at]creativeagni[dot]com)

The Fount -September 2021 Issue
Copyright © Shafali R. Anand. All Rights Reserved.