



Managing Learning

Making learning more strategic

L&D Professional Resource:

69 Learning and Development quotes

Collated by Juliet Adams as part of the
Campaign for Strategic Learning

November 2009



Learning and Development Quotes

These quotes have been collected and collated as a resource for L&D Practitioners by Juliet Adams, Managing Learning as part of the Campaign for Strategic Learning.

Strategic learning starts with strategic imperatives – the direction the organisation is taking, its purpose, its vision, its mission, its strategic goals. Strategic Learning helps the L&D function become “a first thought rather than an afterthought”, ensuring corporate strategies are embedded and business goals are delivered.

The Campaign for Strategic Learning aims to provide CEOs, Senior Managers and L&D Leaders with the data and resources needed to increase the value that L&D teams add to the business, ensuring higher ROI and increased impact on the bottom line.

Visit www.managing-learning.co.uk for further Information on Strategic Learning

Please note: The quotes in this document have been gathered from a variety of sources. In many cases they have been provided by third parties. We therefore cannot verify the accuracy of any of the quotes or attributed authors in this document. If you have any concerns, please research them before quoting them.

Learning and Development quotes (listed by author)

Alan Loy McGinnis

“There is no more noble occupation in the world than to assist another human being - to help someone succeed”

Albert Einstein

“The only thing that interferes with my learning is my education”.

Alfred North Whitehead

“Not ignorance, but ignorance of ignorance, is the death of knowledge.”

Alison Tucker, Buckman Laboratories

"Learning is a process not an event"

Alvin Toffler

"The ability to learn faster than your competitors may be the only sustainable competitive advantage"

Angel Rampy

"If you are not being educated in your job today, you may be out of a job tomorrow... Employee education is not growing 100 percent faster than academia, but 100 times - or 10,000 percent - faster... Over the next few decades the private sector will eclipse the public sector and become the major institution responsible for learning."

Annon “Any training that does not include the emotions, mind & body is incomplete; knowledge fades without feeling”

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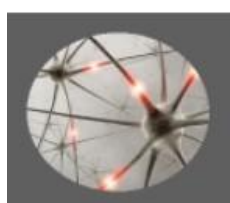
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| <p>Anthony J. D'Angelo "Never stop learning; knowledge doubles every fourteen months."</p> |
| <p>Aristotle "We are what we repeated do. Excellence, then, is not an act, it is a habit."</p> |
| <p>ASTD 2005 "BEST (Award Winning) Learning Organizations have formal processes to align short and long-term business strategies with competency, learning, and performance solution needs and priorities."</p> |
| <p>ASTD 2005 "Possessing sustainable learning cultures, processes and procedures is a consistent characteristic of ASTD BEST (Award Winning) organizations. Most of the BEST have a chief-level learning officer and involve leaders as teachers and role models."</p> |
| <p>ASTD 2005. "The BEST Organisations always maximise the efficiency of the learning organisation by centralisation, internal process improvement, use of technology and strategic outsourcing".</p> |
| <p>ASTD 2005. "The BEST map learning resources to competencies, individual development plans, jobs and corporate goals."</p> |
| <p>Barbara Sher "You can learn new things at any time in your life if you're willing to be a beginner. If you actually learn to like being a beginner, the whole world opens up to you."</p> |
| <p>Benjamin Disraeli "To be conscious that you are ignorant of the facts is a great step to knowledge."</p> |
| <p>Benjamin Franklin "An investment in knowledge pays the best interest."</p> |
| <p>Bill Watterson "Why waste time learning, when ignorance is instantaneous?"</p> |
| <p>Brian Tracy "When you develop yourself to the point where your belief in yourself is so strong that you know you can accomplish anything you put your mind to, your future will be unlimited."</p> |
| <p>Carl Rowen "The library is the temple of learning, and learning has liberated more people than all the wars in history".</p> |
| <p>Charles Handy "The biggest obstacle to innovation is thinking it can be done the old way."</p> |
| <p>Chinese Proverb "Teachers open the door, but you must enter by yourself."</p> |

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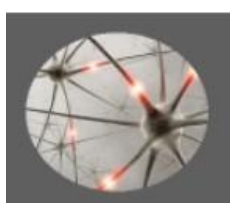
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| <p>Chuck Ferguson, Sun Microsystems "The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn."</p> |
| <p>CIPD Recruitment and Retention Survey, 2007 'The CIPD's latest learning and development research found that 74% of organisations did not have a well developed plan for talent management.' 'Just 30% of organisations say they make use of talent banks (ready candidate details saved electronically) before looking to recruit externally.'</p> |
| <p>Clark Aldrich, Gartner Group "In your career, knowledge is like milk. It has a shelf life stamped right on the carton. The shelf life of a degree in engineering is about 3 years. If you're not replacing everything you know by then, your career is going to turn sour fast."</p> |
| <p>Claude Bernard "An organization's ability to learn and translate that learning into action is the ultimate competitive advantage."</p> |
| <p>Confucius "‘What I hear, I forget, What I see, I remember. What I do, I understand’"</p> |
| <p>Confucius "Learning without thought is labor lost; thought without learning is perilous."</p> |
| <p>Dave Ulrich "‘Athletes may want to develop all of their muscles, but the reality is that a sprinter needs different muscles than a miler. It would be nice to develop all of our individual, team, and organisational muscles, but we do not need all muscles in equal proportions; it's also impossible to focus on everything at once. ("Muscles" include knowledge, expertise, skills, abilities, capabilities, competencies, know-how...)</p> <p>We have to understand which muscles--which skills or capabilities--are mission critical. We have to develop precisely those individual, team, and organisational capabilities that will most help us:</p> <ul style="list-style-type: none"> ▪ Conquer critical business challenges ▪ Enhance competitive advantage ▪ Increase value delivered to customers (and all key stakeholders) ▪ Translate strategy into action ▪ Formulate new strategy and identify & leverage new opportunities ▪ Develop future leaders <p>Developing more talented employees is not the end, but the means to the end of creating a competitive organisation."</p> |
| <p>Dave Ulrich "‘Learning & development add value to the business only when they help a business achieve its primary goals & create new opportunities’".</p> |



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| <p>Dr. Donald E. Wetmore “Not so many years ago training, beyond showing employees the basics of doing the job, was an option for most organizations. Today it is no longer an option. If any of us continues to do what we do the same way, within five years most of us and our organizations will become obsolete. Why? Because our competitors are helping their people to become more effective through training. If we look closely at companies that are doing well in the long run, they almost always have in place a well thought out and executed training program for their people. They understand that the price for not training is the real expense of training.”</p> |
| <p>George Santayana “Knowledge is not eating, and we cannot expect to devour and possess what we mean. Knowledge is recognition of something absent; it is a salutation, not an embrace.”</p> |
| <p>Henry Ford “If money is your hope for independence you will never have it. The only real security that a man will have in this world is a reserve of knowledge, experience, and ability.”</p> |
| <p>Henry Ford - Automotive Pioneer “The only thing worse than training your employees and having them leave is not training them and having them stay.”</p> |
| <p>Herbert Spencer “The great aim of education is not knowledge but action.”</p> |
| <p>Herodotus “The only good is knowledge, and the only evil is ignorance.”</p> |
| <p>Ian Cunningham 1999 (Author of The wisdom of strategic learning) “The concept of “strategic learning” is an all-encompassing strategic approach to learning. Strategic learning starts with strategic imperatives – the direction the organisation is taking, its purpose, its vision, its mission, its strategic goals”</p> |
| <p>Jack Welch, ex-CEO, GE "Companies will never have a truly sustainable advantage that's based on products or prices. You need to focus on the rate at which people learn. It's the learning speed of the slowest many, not the learning speed of the brightest few, that will set the pace for your company."</p> |
| <p>Jay Cross, writing in CLO Magazine "Adapting to one's surroundings is still the goal of learning"</p> |
| <p>Jim Botkin and Stan Davis, The Monster Under the Bed "It's what we think we know already that keeps us from learning."</p> |
| <p>John Chambers, CEO, Cisco Systems "It's not e-learning or c-learning; it's learning"</p> |
| <p>John Chambers, CEO, Cisco Systems "The next big killer application on the internet is going to be education. Education over the internet is going to be so big it is going to make e-mail usage look like a rounding error."</p> |

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| <p>John Fitzgerald Kennedy RT “Leadership and learning are indispensable to each other”</p> |
| <p>Joseph Joubert “He who has imagination without learning, has wings and no feet.”</p> |
| <p>Juliet Adams, Strategic Learning Specialist, Learning in a recession, 2009 “Research suggests that organisations that strategically align their learning and development activities fare better than competitors in a recession”</p> |
| <p>Kathy Morris (Hays) “Engage, Educate, Encourage, and Embed”</p> |
| <p>Leonardo Da Vinci “Knowing is not enough; we must apply. Being willing is not enough, we must do”</p> |
| <p>Madame Chiang Kai-Shek “I am convinced that we must train not only the head, but the heart and hand as well.”</p> |
| <p>Mahatma Gandhi “Live as if you were to die tomorrow. Learn as if you were to live forever</p> |
| <p>Malcolm Pickup, TNT “The Learning & Development function should be included in all strategic initiatives as a first thought rather than an after-thought”</p> |
| <p>Michael Yacobian, internationally renowned trainer “You have to stop worrying about all the training metrics of how many people you trained and what your completion rate is. Only training people care about those numbers. You wouldn't walk into the boardroom and have that discussion. They'd fall asleep or throw you out. The best thing you could do is to imagine the CEO and the senior staff - what do they talk about? They don't talk about training. They talk about sales. They talk about customer satisfaction. They talk about inventory. Those are the problems training people have to solve in order to move from the classroom to the boardroom.”</p> |
| <p>Muhammad Ali “I hated every minute of training, but I said 'Don't quit. Suffer now & live the rest of you life as a champion.'”</p> |
| <p>Nick Shackleton-Jones (BBC) “The difference between learning and not learning is emotion”</p> |
| <p>Peter Caeldries (Fujitsu Siemens) “Be your own chief learning officer”</p> |
| <p>Peter Caeldries (Fujitsu Siemens) “People have to learn to make time to learn”</p> |
| <p>Peter Drucker “What is the task? What do we try to accomplish? Why do it at all?” We dedicate our business to this mission - helping people to understand exactly What they need to achieve, How and Why.”</p> |

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| <p>Peter Drucker "If you think training is expensive, <i>try</i> ignorance"</p> |
| <p>Peter Senge, Fifth Discipline "We need to bring learning to people instead of people to learning."</p> |
| <p>Reed Consultancy 2007 A survey of 6,000 workers by HR consultancy Reed Consulting found in nearly half their main reason for leaving was because they did not believe their organisation had provided them with sufficient opportunities for personal and career development.'</p> |
| <p>Robert Quillen "Discussion is an exchange of knowledge; an argument an exchange of ignorance."</p> |
| <p>Samuel Butler "A little knowledge is a dangerous thing, but a little want of knowledge is also a dangerous thing."</p> |
| <p>Seymour Papert "X-Generations demand X-cellent training in an X-celerated speed."</p> |
| <p>Socrates "True knowledge exists in knowing that you know nothing."</p> |
| <p>Tom Peters "Divas do it, golfers do it, pilots do it, violists do it, sprinters do it, soldiers do it, surgeons do it, astronauts do it...only business people think it isn't necessary to train."</p> |
| <p>Unknown source "Amateurs practice until they get it right, professionals practice until they can't get it wrong."</p> |
| <p>Unknown source When leaders enter training as an "act" it is generally meaningless. When they take it on as a practice...then excellence occurs.</p> |
| <p>W Edwards Dering "Learning is not compulsory ... neither is survival."</p> |
| <p>Winston Churchill "I am always ready to learn, although I do not always like being taught."</p> |
| <p>Zig Ziglar "The only thing worse than training good employees and losing them, is not training your employees and keeping them "</p> |

