

17th Annual
462 SYMPOSIUM



Adopting New Technologies

PRESENTED BY:

Ronda Davis, MicroPact

DATE:

September 4, 2019



A Little about Ronda . . .

- ✘ **Passionate about technology and lifelong learning**
- ✘ **Training Manager at MicroPact**
 - ✘ **Internal, Partner, and Client Training**
 - ✘ **In-Person, Virtual, and Self-paced Training**
 - ✘ **entellitrak Certification Program**
- ✘ **Worked at MicroPact since January 2013**
- ✘ **Certified Professional in Learning & Performance (CPLP)**
- ✘ **Project Management Professional (PMP)**
- ✘ **Registered Yoga Teacher with 200 hours of training (RYT 200)**



Ronda Davis

The Plan for this Session . . .

- ✘ **2 Questions to Answer when Evaluating new Technologies**
- ✘ **5 Keys for Adopting New Technologies**
- ✘ **Breath and Movement**
- ✘ **Handout of presentation is available – will share how to download a copy at the end of the session**

Answer Two Important Questions . . .

- ✘ **What are the benefits of implementing this technology?**
- ✘ **What are the consequences of not implementing this technology?**

- ✘ **Breathe . . .**

Key 1: Create a Safe Environment

- ✘ **Create a safe environment isolated from the “real world” or the world outside**
- ✘ **Create an environment to learn, allow questions, and practice (hands-on experience in a training site)**

Key 2: Start Small

**“Great things are not done by impulse,
but by a series of small things brought together.”**

Vincent van Gogh

- ✘ Run a pilot with a small group, gather feedback, adjust if needed, and then roll out to larger groups**

- ✘ Movement: Wrist Rotation & Gentle Finger Stretch**

Key 3: Communicate Throughout the Process



✘ Plan ahead and decide who needs to know what and when



Just as it is important to move your spine all six directions, it is important to get input from and communicate with representatives of everyone who will be impacted by the new technology

✘ Direction One – Spinal Extension

- (back bend, looking to the sky)

✘ Direction Two – Spinal Flexion

- (rounding your back, like a cat)

✘ Directions 3 & 4 – Lateral Side Bending

- (raise arms to sky, bend to left and right)

✘ Directions 5 & 6 – Twists

- (place hands on chair, twist to left and right)

Key 4: Embrace the Challenge

Let it stretch you (and others)

- ✘ Lead the adoption (roll it out to your team first to model it)
 - ✘ Overcome any hurdles
 - ✘ Build anticipation to roll-out
 - ✘ Focus on the benefits (not any small bumps along the way)
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- ✘ Movement: Eagle Pose

Key 5: Celebrate Your Successes

- ✘ **Share success stories throughout the process with your peers, direct reports, and executives**
 - ✘ **Thank those who played a key part in the process**
 - ✘ **Recognize milestones and achievements**
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- ✘ **Breath and Visualization**

Review: Adopting New Technologies – Part 1



Answer Two Questions:

- ✘ What are the benefits of implementing this technology?
- ✘ What are the consequences of not implementing this technology?

Session Handout available at <https://rondadavis.com/462>

Review: Adopting New Technologies – Part 2



5 Keys:

- ✘ Create a Safe Environment
- ✘ Start Small
- ✘ Communicate Throughout the Process
- ✘ Embrace the Challenge
- ✘ Celebrate Your Successes

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Thank You for Attending and Participating!



Final Reminder . . .

✘ *Take time for yourself . . . You deserve it!*

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**Thank you for attending
and participating in the
“Adopting New Technologies” session!**