

Simone Janson (ed.)

Learning but better!

DIGITAL EDUCATION INSTEAD
OF MEMORY TRAINING



IMPROVE ONLINE COMMUNICATION SELF-MOTIVATION &
EMOTIONAL INTELLIGENCE, ACHIEVE GOALS WITH ANTI-
STRESS STRATEGIES

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Learning but Better! Digital Education instead of Memory Training

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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specifically tailored to your needs, we want to ensure that you make the most of this reading experience.

Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because our education system urgently needs to be rethought. In the rapid digital change, it is reaching its limits more and more, and not just because of its outdated technical equipment. Knowledge is still conveyed mainly through frontal teaching, interactive communication methods and techniques are hardly considered. Digital learning, also known as blended learning, requires a special degree of personal responsibility with the need to organize and motivate yourself completely independently. Anyone who wants to learn effectively online should also know how our brain works in conjunction with digital tools and what to look out for in virtual learning. This book therefore shows how we can use digital tools in a targeted manner to absorb the necessary information and thus to increase knowledge sustainably - and how our education system would have to be changed accordingly.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

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Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a

worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

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The future of vocational training: radically rethinking education?

// By Simone Janson

Is our university education still up to date? Or does it have to be completely rethought? And what does that have to do with the shortage of skilled workers?

Is our university education still contemporary?

The world and with it new technologies are changing faster and faster, and traditional professions such as bankers or even medical professionals are likely to die out soon - if you do [Gunther Dueck](#) follows - even if you can't quite imagine it yet.

And the technology is developing faster than the apprenticeships follow, see shortage of skilled workers in IT. Self Professors in relevant courses are now desperately asking what to teach their students. Therefore, some flexibility and permeability in professions would make sense.

What such Professors to teach their students?

Some time ago I talked to one at an event Professor a Hamburg university, where it is responsible for training in media studies. And he told me about a serious problem: that one did not know how to train the young people properly, because one had no idea what would be needed on the labor market tomorrow.

The prospective media people are currently learning to program apps because that is currently the big hit with publishers. In the near future, however, my interlocutor was certain that something completely different would be asked for again. And he should be right.

The training is lagging behind: The digital change needs new professions faster

But that is just one example that can also be applied to many other areas: Today, training content becomes outdated too quickly. This was accordingly Professor a man in need - and indicative of our German training system. Because even if modern technology changes the requirements on the training market more rapidly than universities can provide training (in this case a training course lasts 3 years):

Apparently it is still quite deep in the mind that only a clever vocational training in subject X enables one to practice precisely this profession X. And with the

Professor but unfortunately also with the young people, who constrict themselves so unnecessarily. The topic I have already dealt with here.

Skilled labor shortage - but not a fairytale?

And that doesn't only apply to journalists for a long time, because access is still comparatively open, but above all to technical professions. No wonder that people like to shout "help, shortage of skilled workers": When companies are looking for specialists who have practically already been trained and whom they no longer have to teach, then the selection is actually quite limited.

It has long been an open secret that one usually learns his skills best in the job: Learning at Doing. But this wisdom does not seem to taste to many:

- The companies do not, because you have to teach the people something and lose time.
- Not to the universities, because who would study the carefully designed courses of studies, if it came out that they are comparatively worthless in the labor market?
- And not for the students either, because they get it drummed in a regular way in some subjects and they have to repeat themselves over and over again, that they study the right one, which helps to secure a job - otherwise the uncertainty would simply be too great.

Lifelong learning - but how?

Self-responsibility looks different. This is exactly what the goal of an education should be: that one can develop later on independently (the cited but often hollow-phased lifelong learning) and can flexibly face new challenges.

But it would also require a labor market that rewards such skills and enthusiasm, no employers who are looking for a specialist in the labor market, which they really have to develop themselves. And let the generalist lie on the left, instead of giving them opportunities.

Get serious about lifelong learning

I find a statement from recruiting expert Henrik Zaborowski on the subject of lifelong exciting:

The whole babble of "lifelong learning", which was never really serious, has to come true now. Simply because in the future there will be occupations / activities that hardly anyone can do today. If I could study on the job, I could change my focus every 5 years if I wanted to and I had what it takes. And so find out what I really can and want.

Is everything still the same?