

Podcast: *HR Bartender*

Episode: Sharlyn Lauby on Talent, Technology, and Learning

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. In today's episode, Sharlyn Lauby, author of the *HR Bartender* blog and host of this podcast, wraps up this mini series on talent and technology with her own final thoughts. Through the course of the season, Sharlyn has been impressed by the fact that, since technology will always be with us, we will always have to be learning about it. Now, in this conversation on talent, technology, and learning, Sharlyn zeroes in on the interplay of these things in a world of rapidly developing tech.

It is a good thing that technology is always evolving, but this constant change requires us to build strong working relationships with technology. As Sharlyn explains, these relationships require three things. First, she advises, we must decide our adopter status. We might choose to be early adopters or late adopters, and each approach comes with its own benefits and drawbacks. Of course, we don't have to be completely committed to either early or late adoption; rather, we can choose a different approach for different technologies.

The second piece of advice Sharlyn offers is to embrace being a lifelong learner and to have an "always learning" mode in relation to technology. The phrase "lifelong learner" is admittedly overused, but in this context, it is entirely appropriate; with both technologies and their varied features and applications, the need for learning doesn't end. Because of this fact, organizations should plan for regular tech training for employees, and individuals should also have these trainings on their radar.

Finally, while it may sound counterintuitive, Sharlyn says that we need to learn not only how to live with technology, but how to live without it. After all, there are times when our tech won't function as we want it to. Even in these times, we will need to be able to get work done, and we will have to be prepared to shift to a plan B. Part of true competency with technology on an organizational and individual level, then, is to be able to work with or without it. And ultimately, this flexibility will help us to have a better relationship with our technology.

As the episode wraps up, Sharlyn offers the summary point that learning is not one and done, and finally reminds us to make sure technology doesn't interfere with our well being or human relationships. One of the most crucial components of learning about tech is learning how to set healthy boundaries with it!

Links:

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).

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