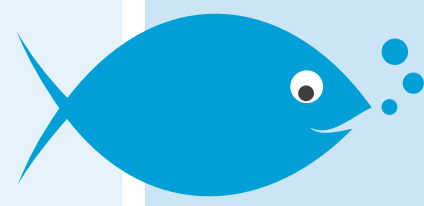


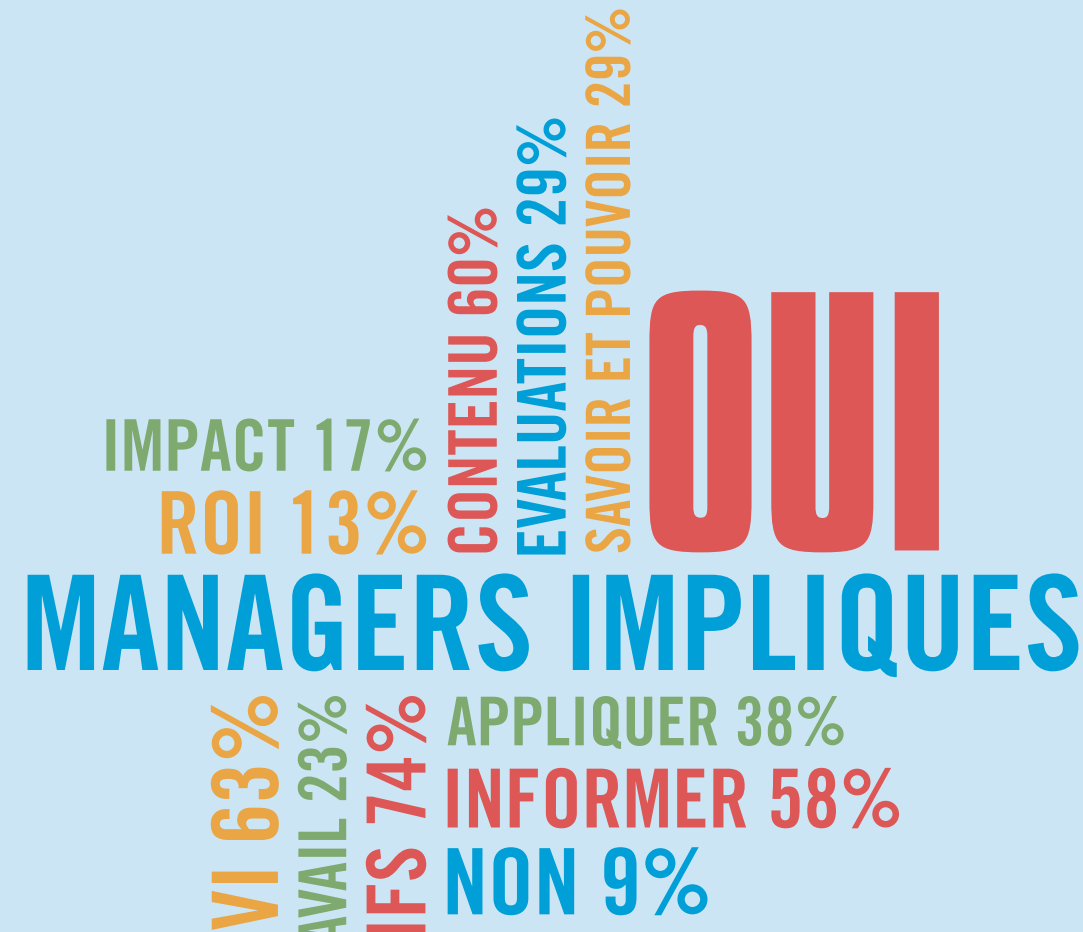
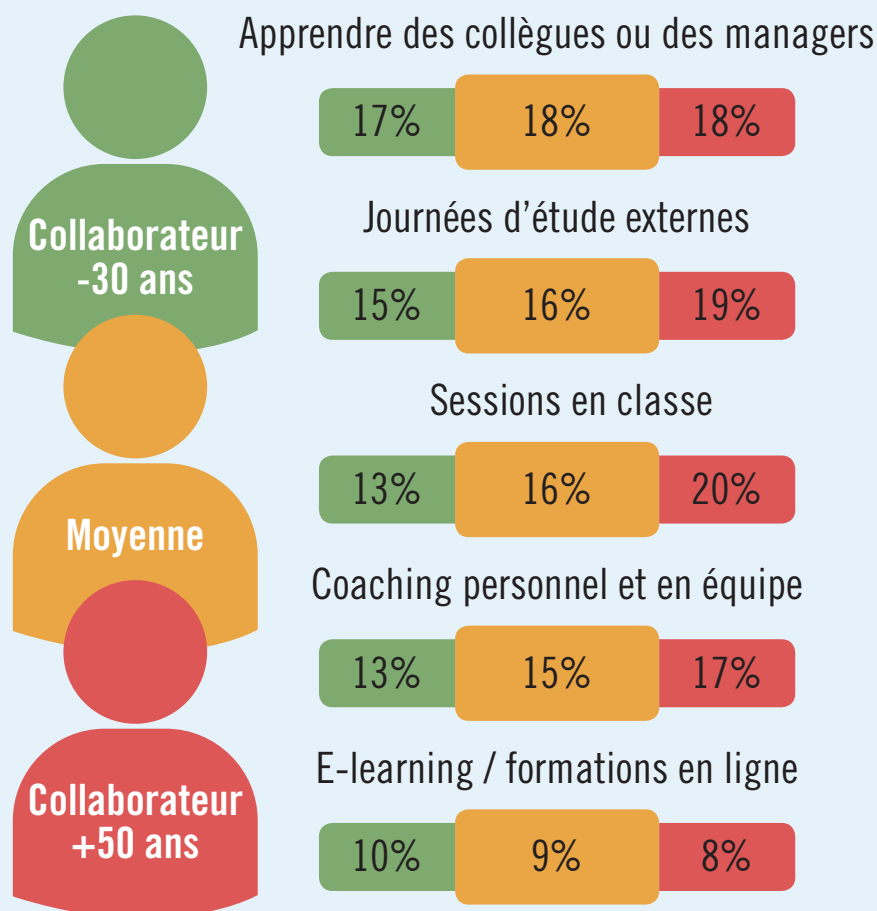
# CONTINUOUS HOLISTIC LEARNING



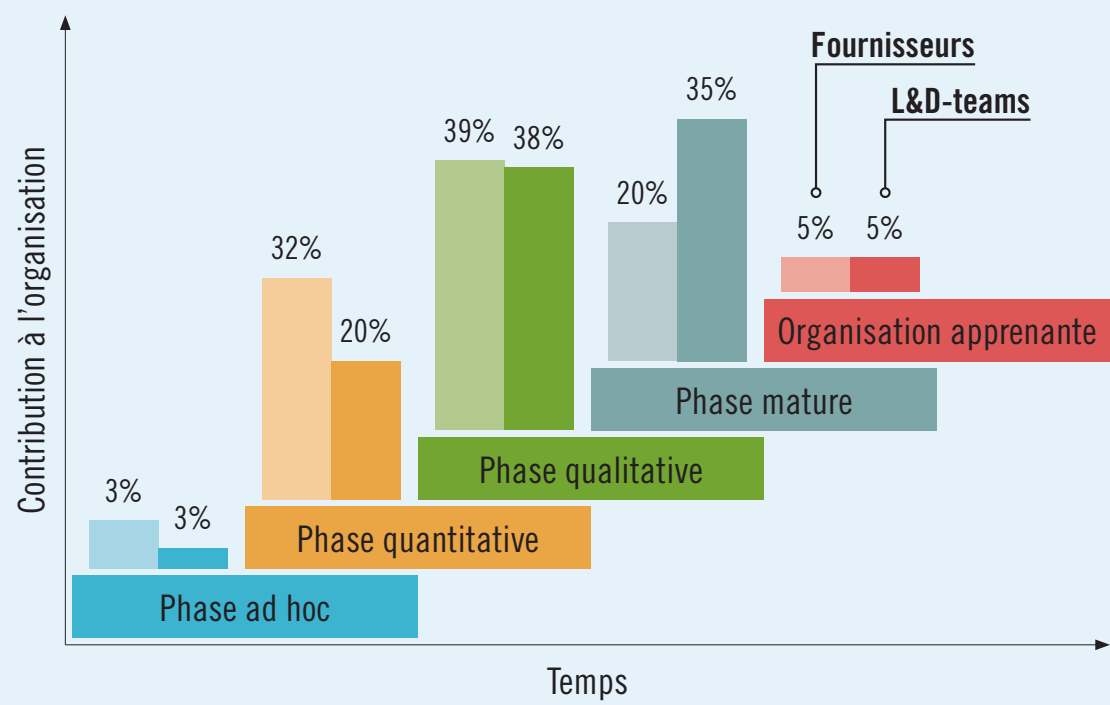
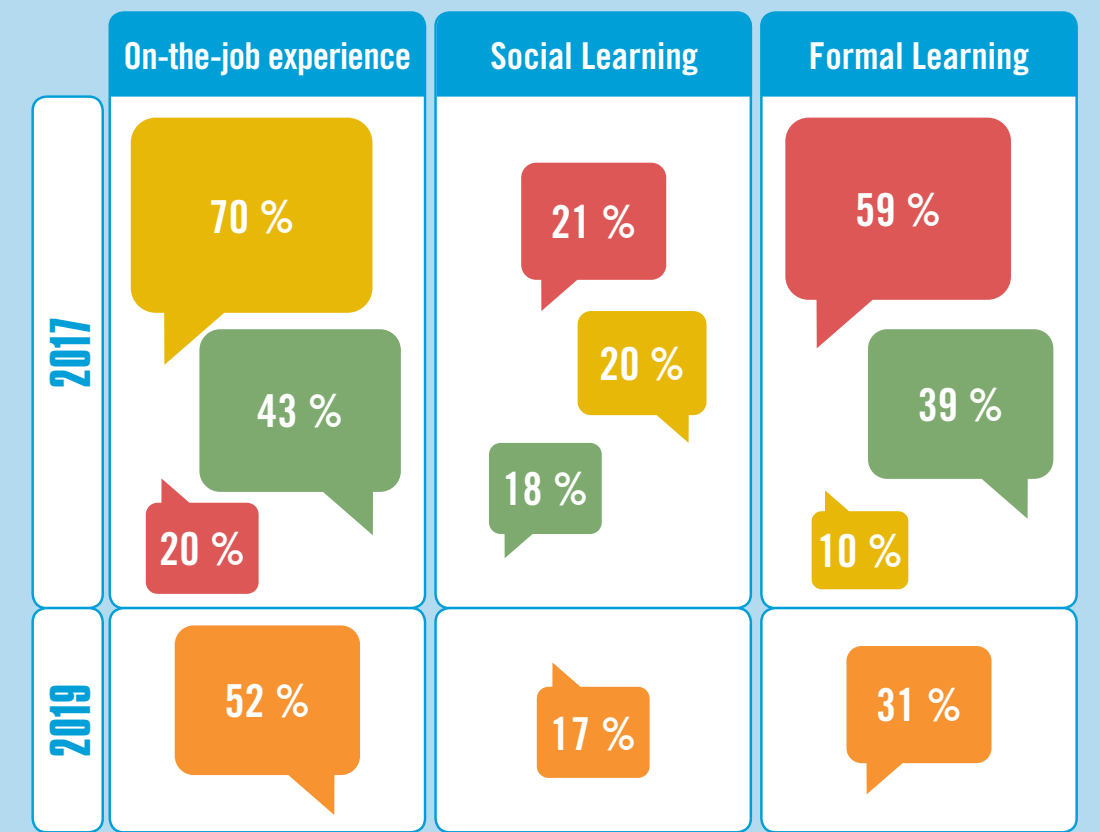
# LEADER AS A TEACHER

# EXPERIENTIAL LEARNING

## Top 5 des formes d'apprentissage



Time spent: 70:20:10 / workers / L&D / managers



**90 %**  
DES MANAGERS SONT IMPLIQUÉS DANS L'APPRENTISSAGE DES COLLABORATEURS

INITIATEUR L&D

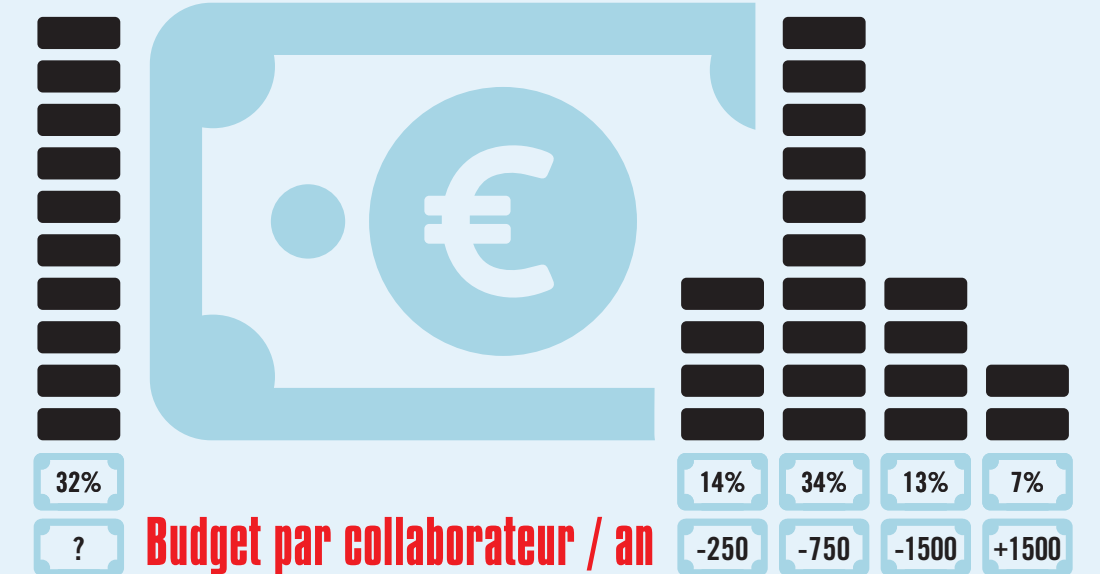
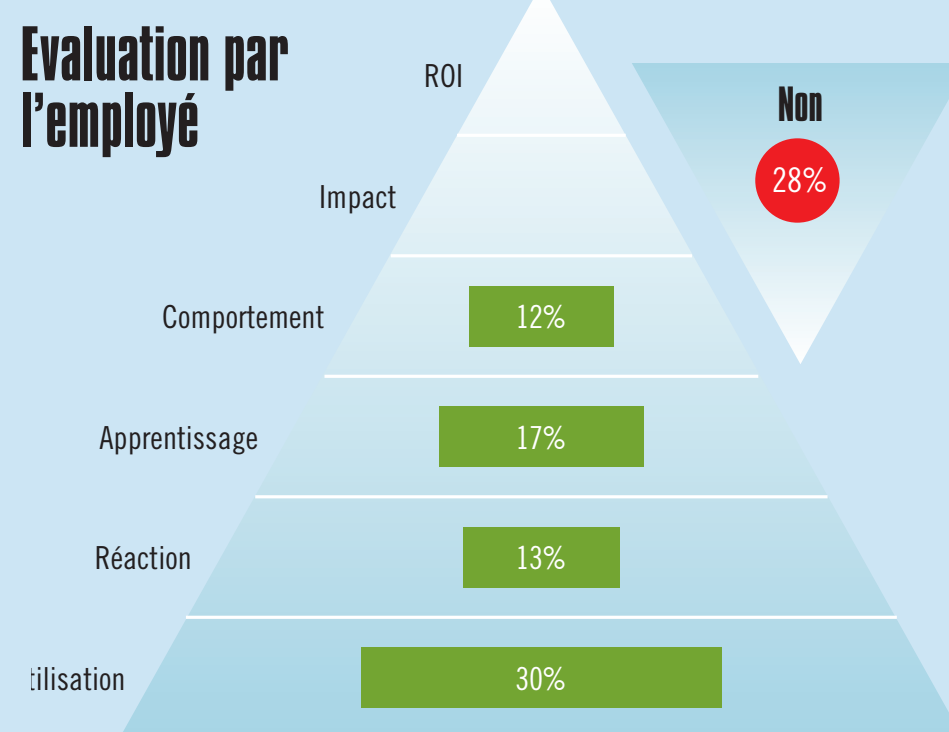
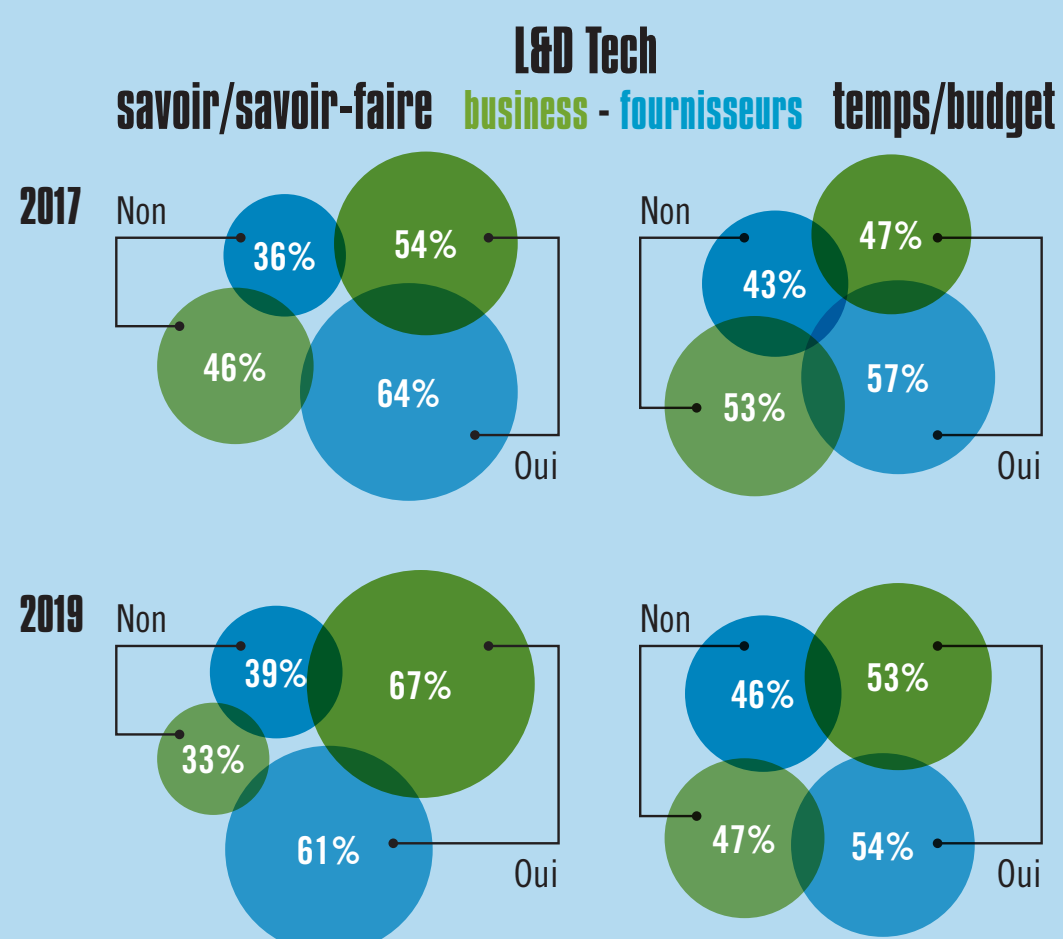
%	Employés	Employeurs	L&D-teams	Fournisseurs
Individu	35	26	31	18
RH/L&D	13	18	24	27
Responsable	28	25	26	26
Management	8	18	17	21
Collègues/team	16	13	4	9

# L'APPRENTISSAGE DU COLLABORATEUR INDIVIDUEL

## LEARNING & TECHNOLOGY

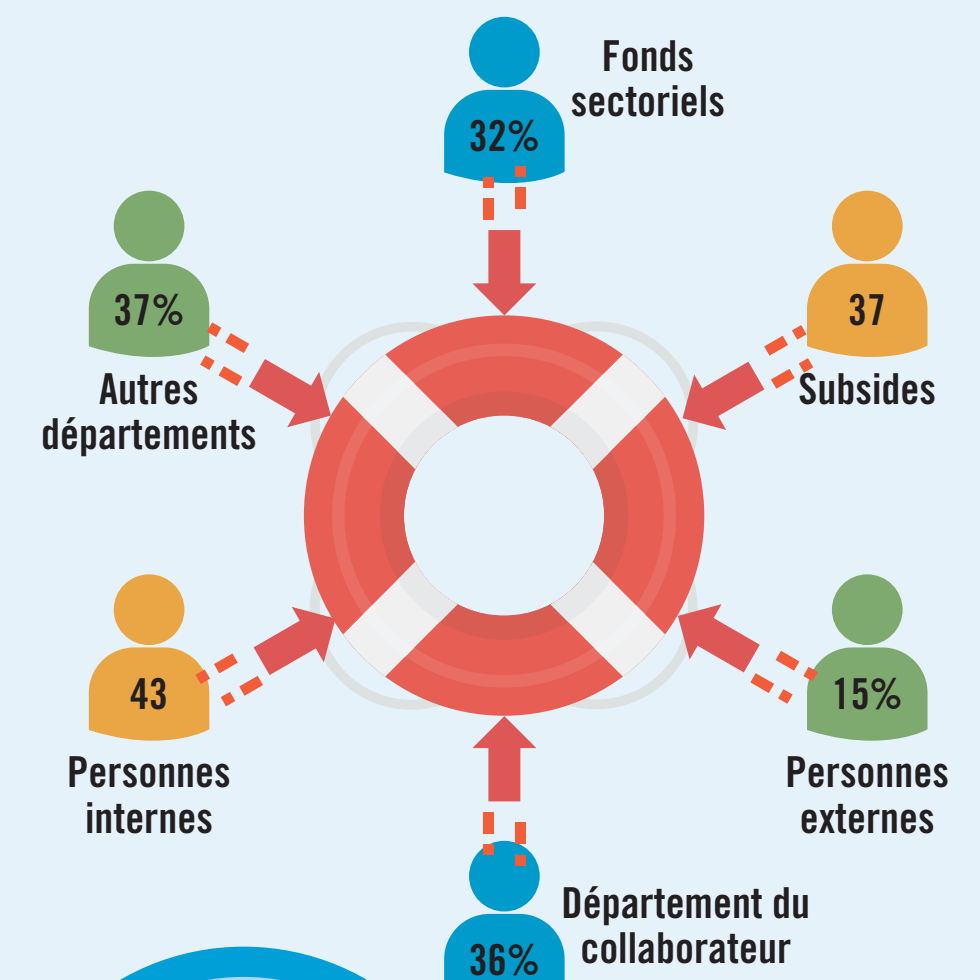
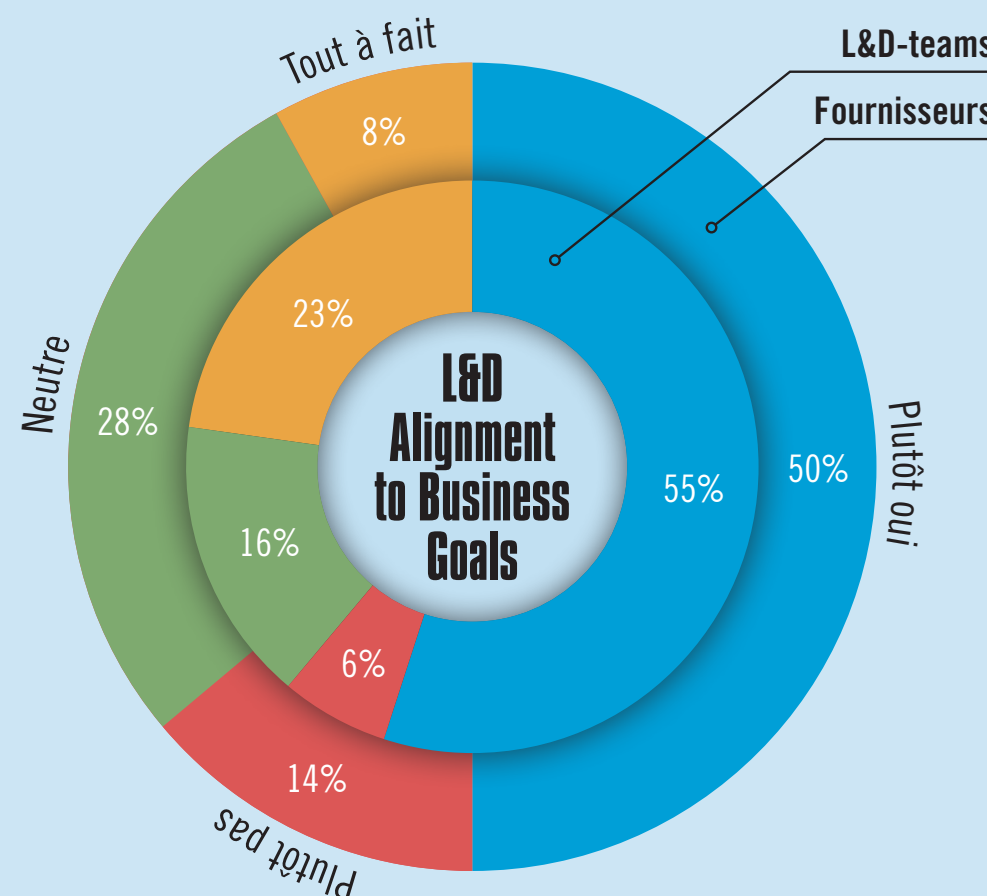
## BUSINESS FOCUSED MEASURES

## BUDGET & RESOURCES



POURQUOI UN LOGICIEL L&D ?

	business	vs fournisseurs
Suivi et analyse	74	> 61
Efficacité	65	< 74
Portée élevée	47	~ 45
Gain de temps	41	< 48
Implication élevée	18	< 30
Productivité élevée	17	< 35
Diminution des coûts	17	< 31



FISHBOWL  
02/10/19  
SECUREX  
BRUXELLES