



How will L&D stay relevant
as change accelerates?

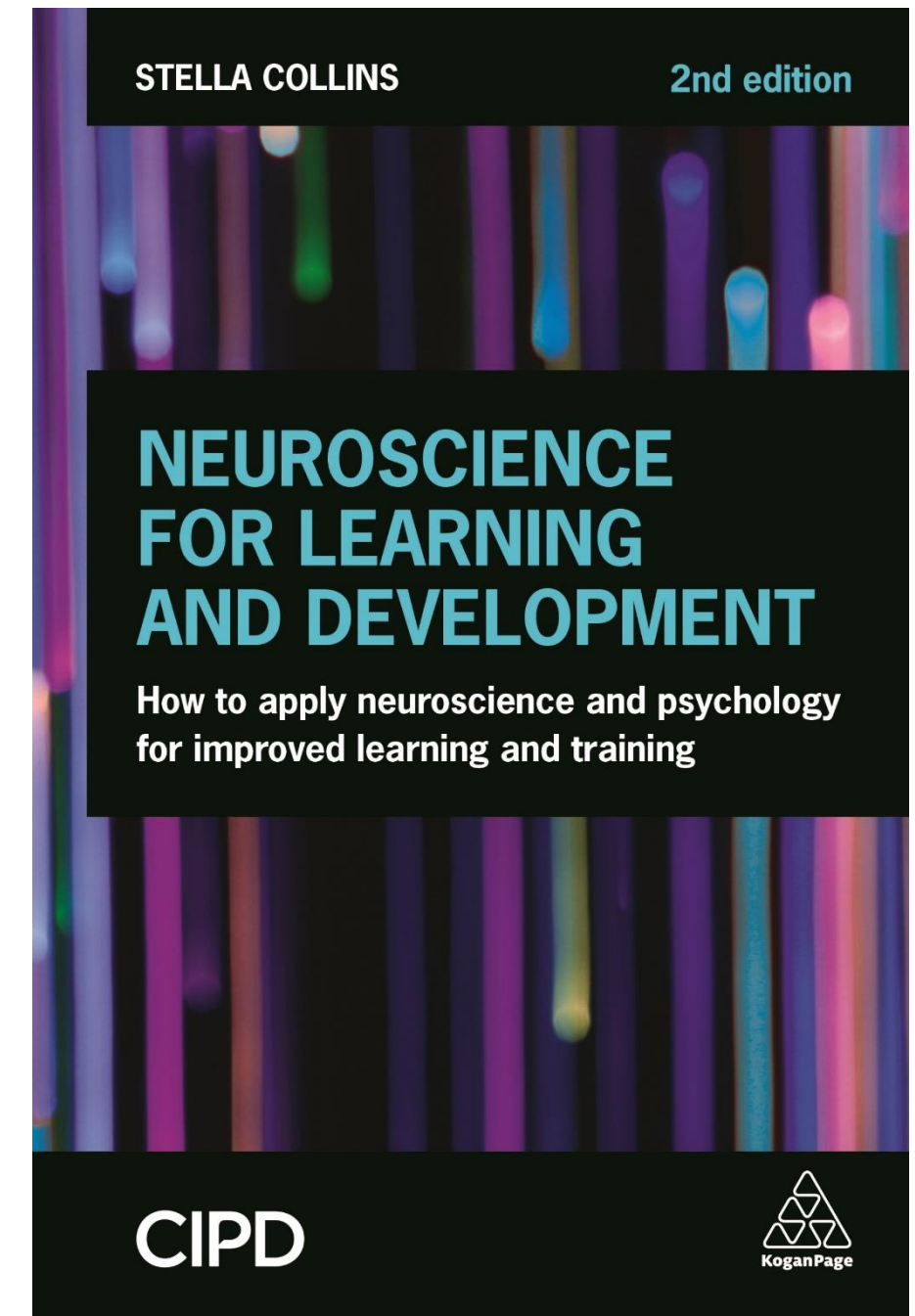


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FUTURE LEARNING TODAY

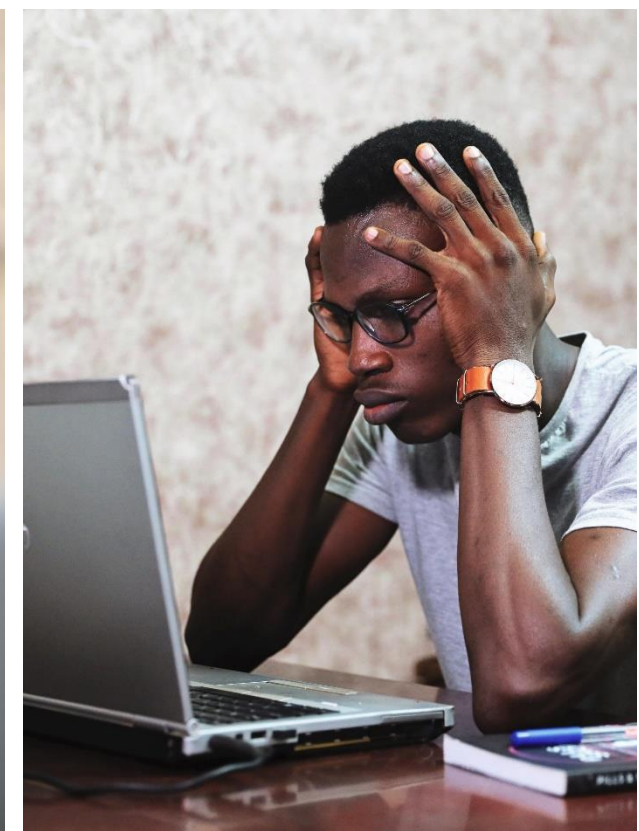
What's our purpose?



Bust the skills gap
with effective, science based learning!



My purpose...



Your real purpose?



Industry 4.0

Change is happening

85% of our jobs in 2030...

41% of executives state that ... is a top priority

,but they believe that only 17% of their workers...

75% of employees state that their company does not...

Sources: Deloitte Human Capital Trends 2019



Industry 4.0

Change is happening



584.000
workers - talent
deficit in 2030



85.2 million
workers - talent
deficit in 2030



Sources: World Economic Forum, Agoria, Korn Ferry



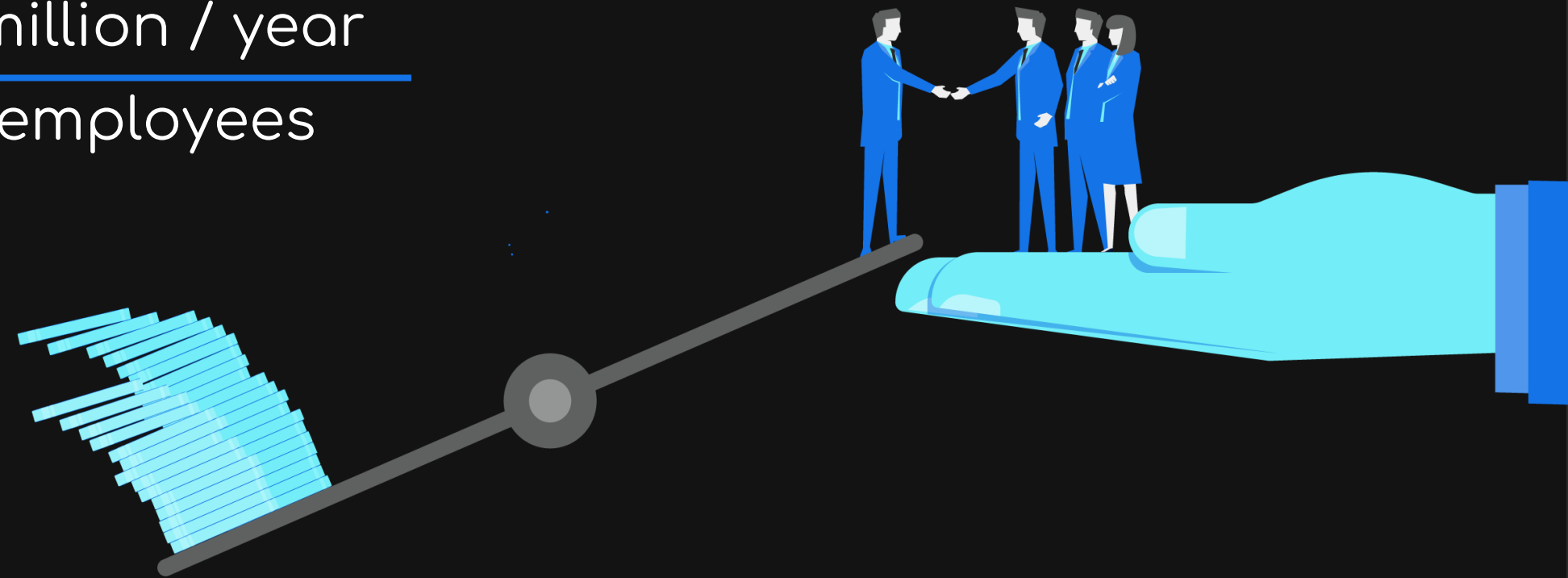
Change is happening

Let's just train them, right?

Change is happening

However, Current learning approaches fail...

€ 13.5 million / year
1000 employees



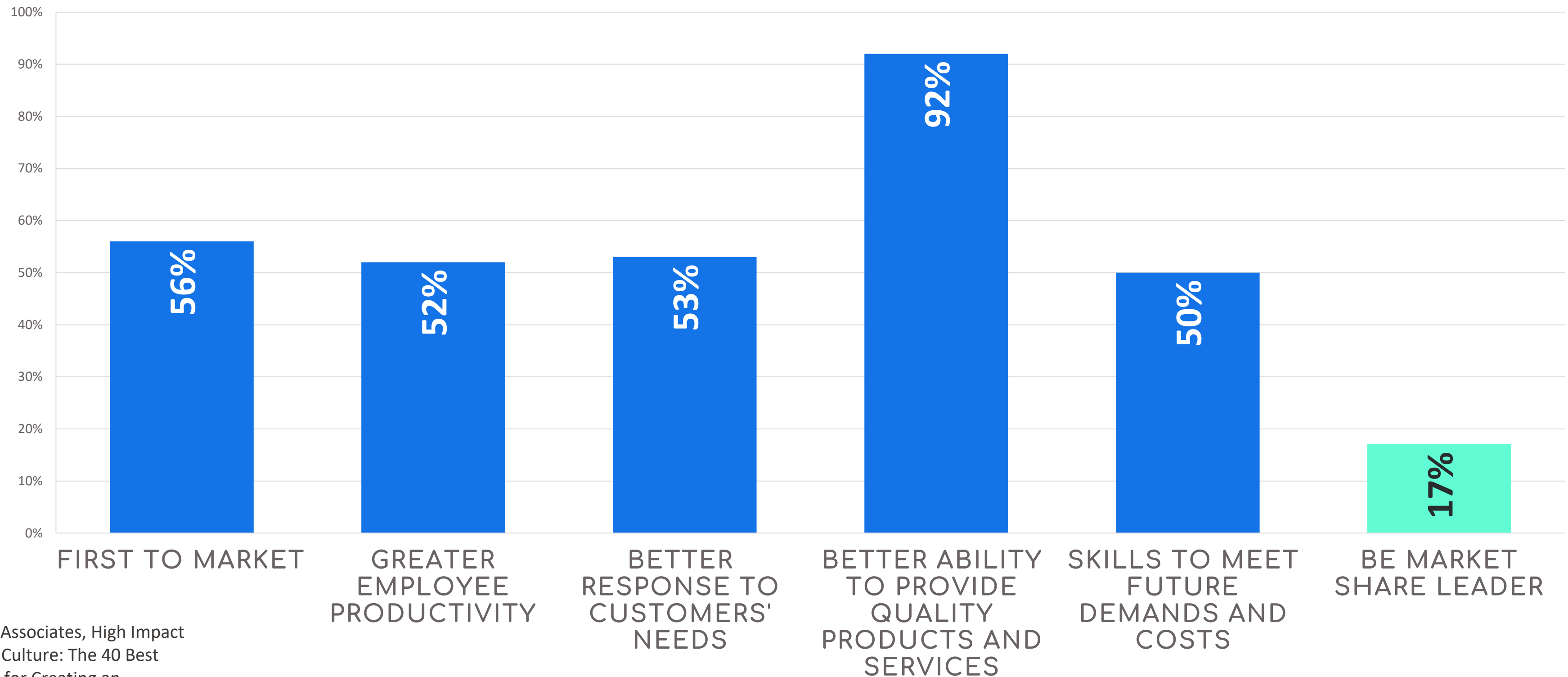
Source: Gallup



Changing = learning



Why invest in Learning culture?



Source:
Bersin & Associates, High Impact
Learning Culture: The 40 Best
Practices for Creating an
Empowered Enterprise





“The ability to learn faster than competitors may be the only sustainable competitive advantage.”

Arie P. de Geus



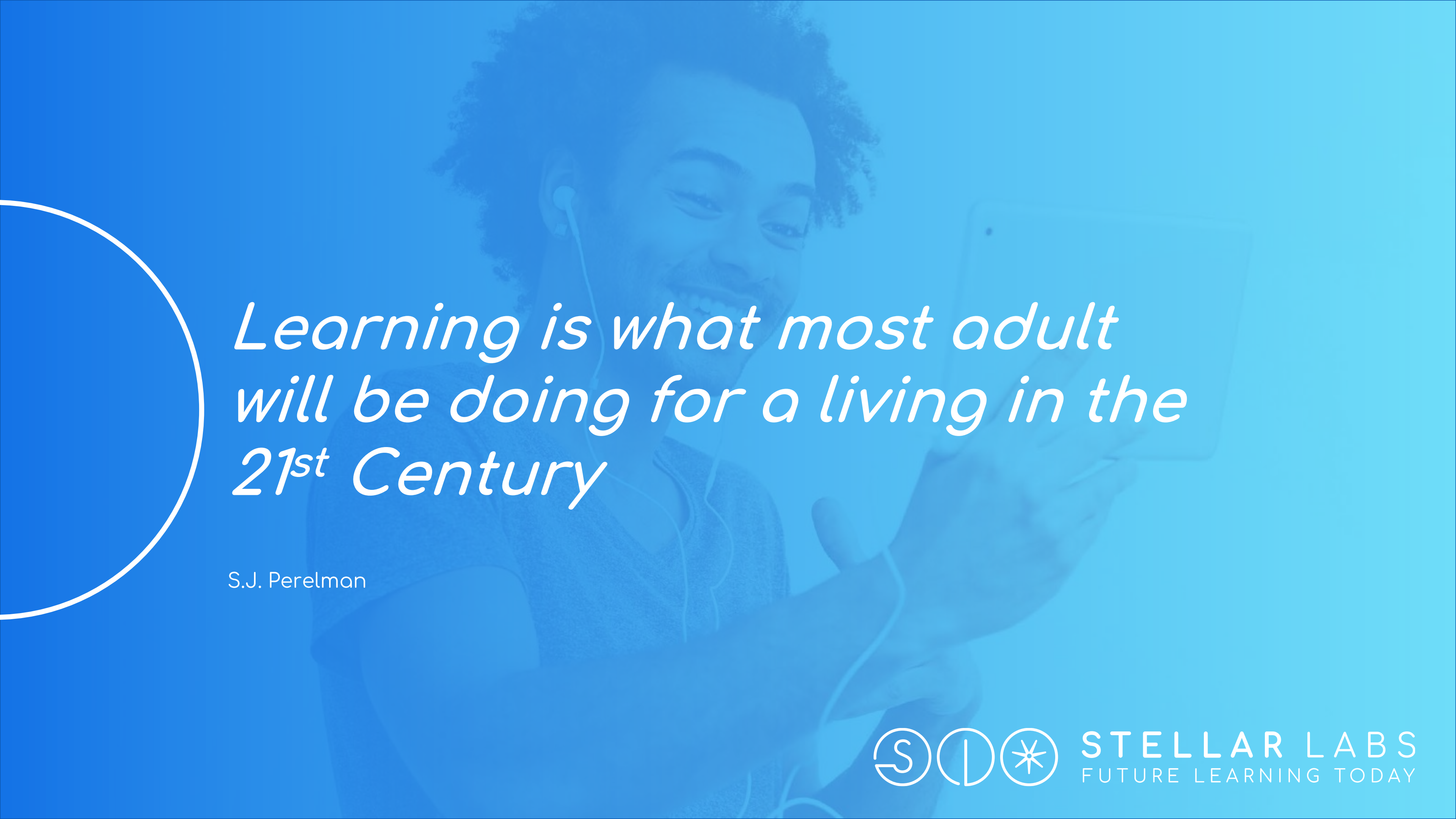
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Changing = Learning = Working



93% employees believe on-the-job training delivers better customer experience.

Source: Future of Work and Employee Learning, Sitel Group, 2019



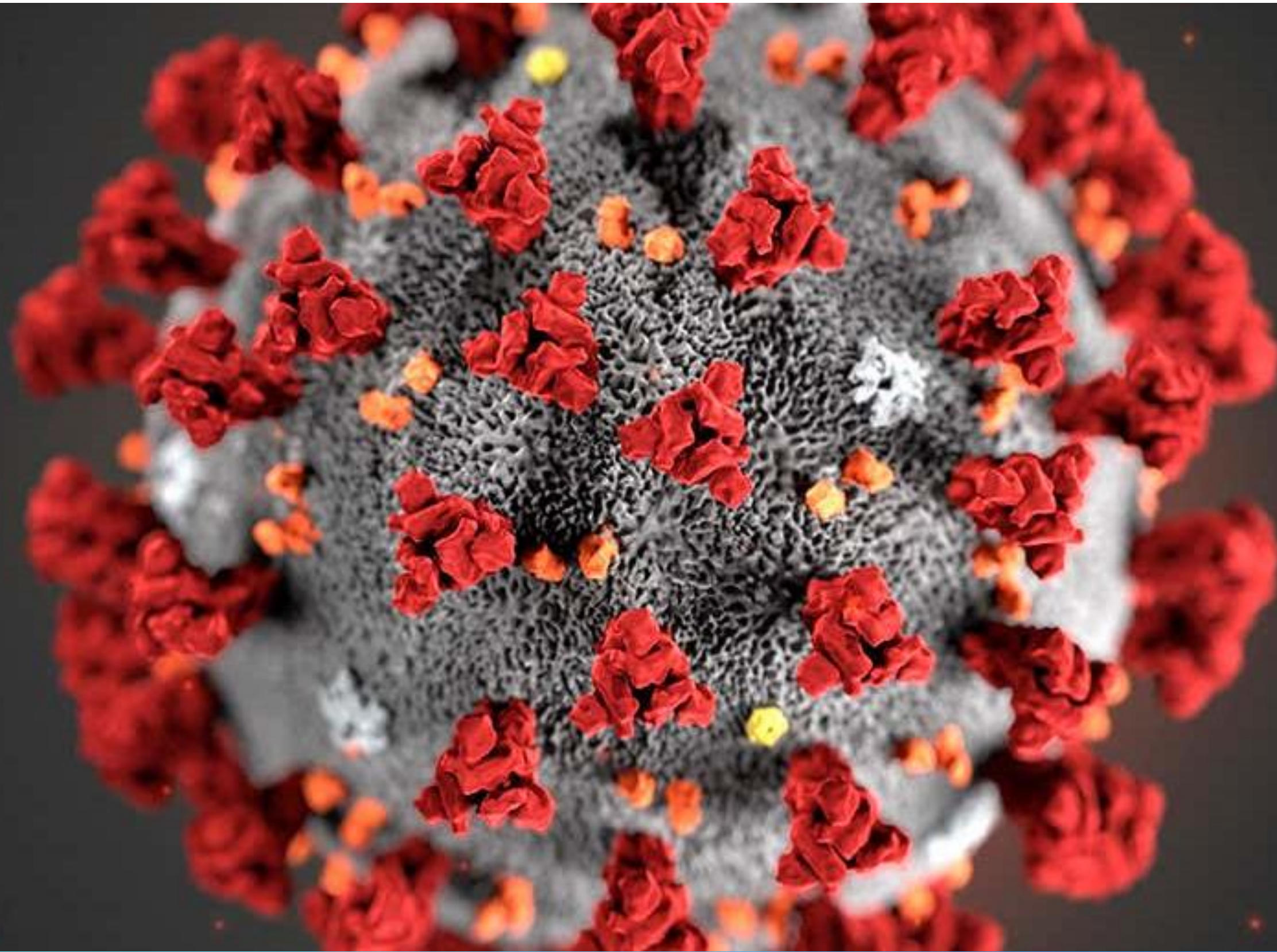
*Learning is what most adult
will be doing for a living in the
21st Century*

S.J. Perelman



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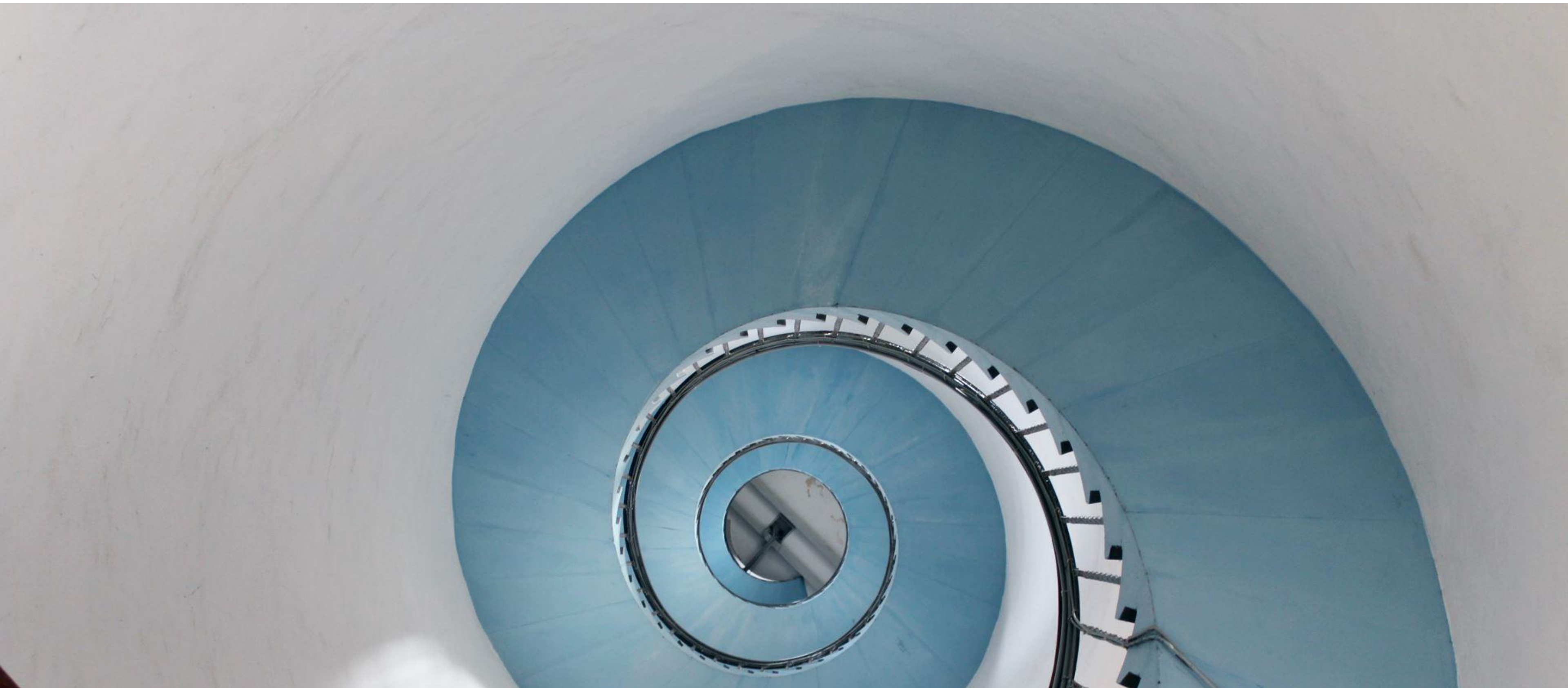
Thank you COVID!



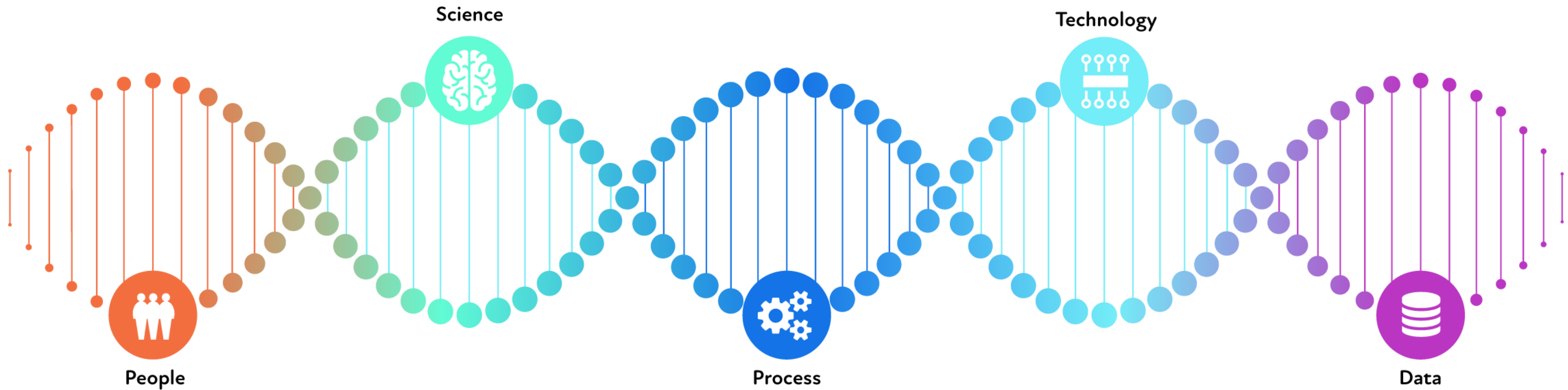
L&D: change to survive or thrive?



Steps we must/can take...



The DNA of effective learning

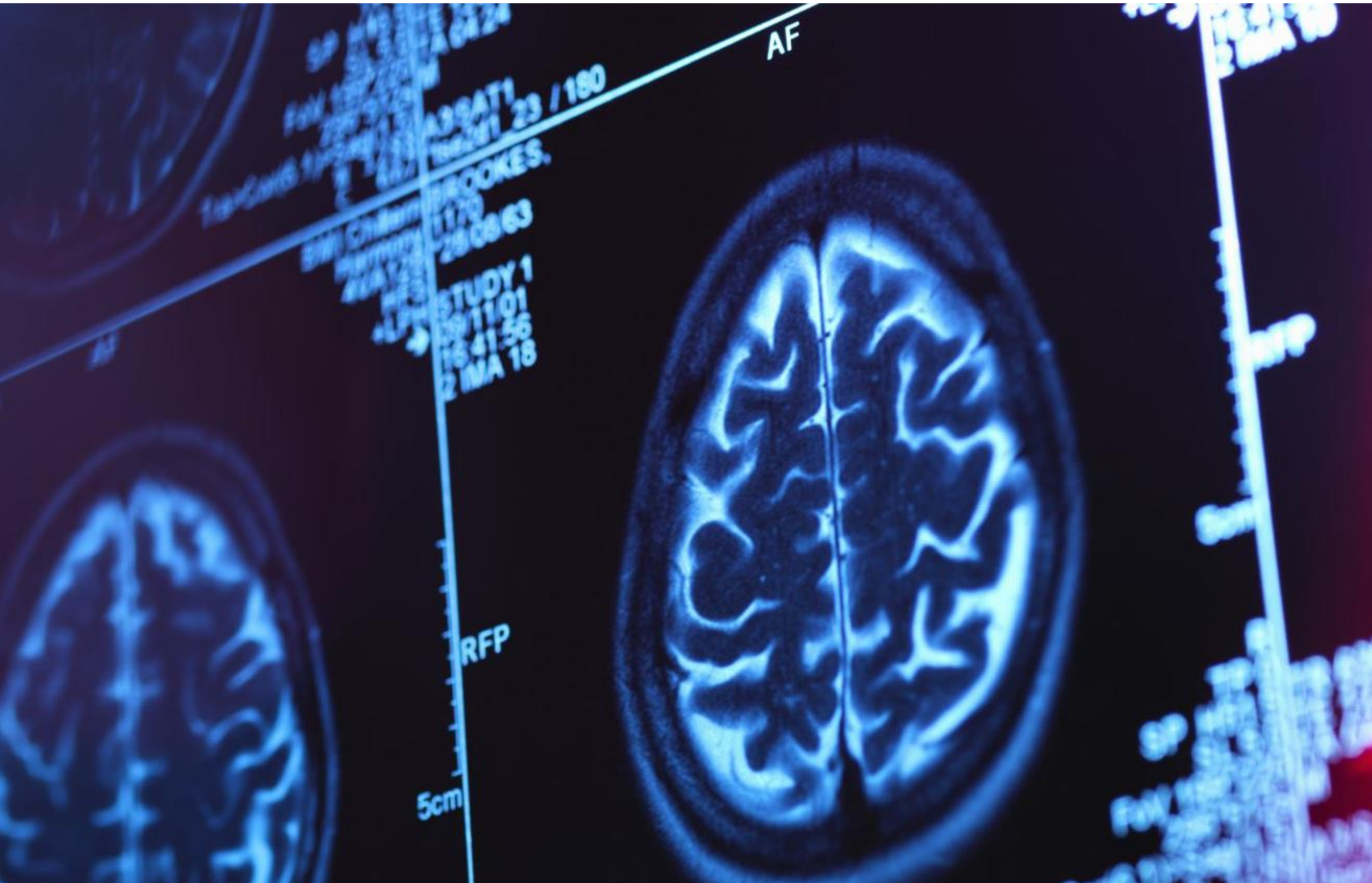


People – bring on the learning revolution



Learn to learn

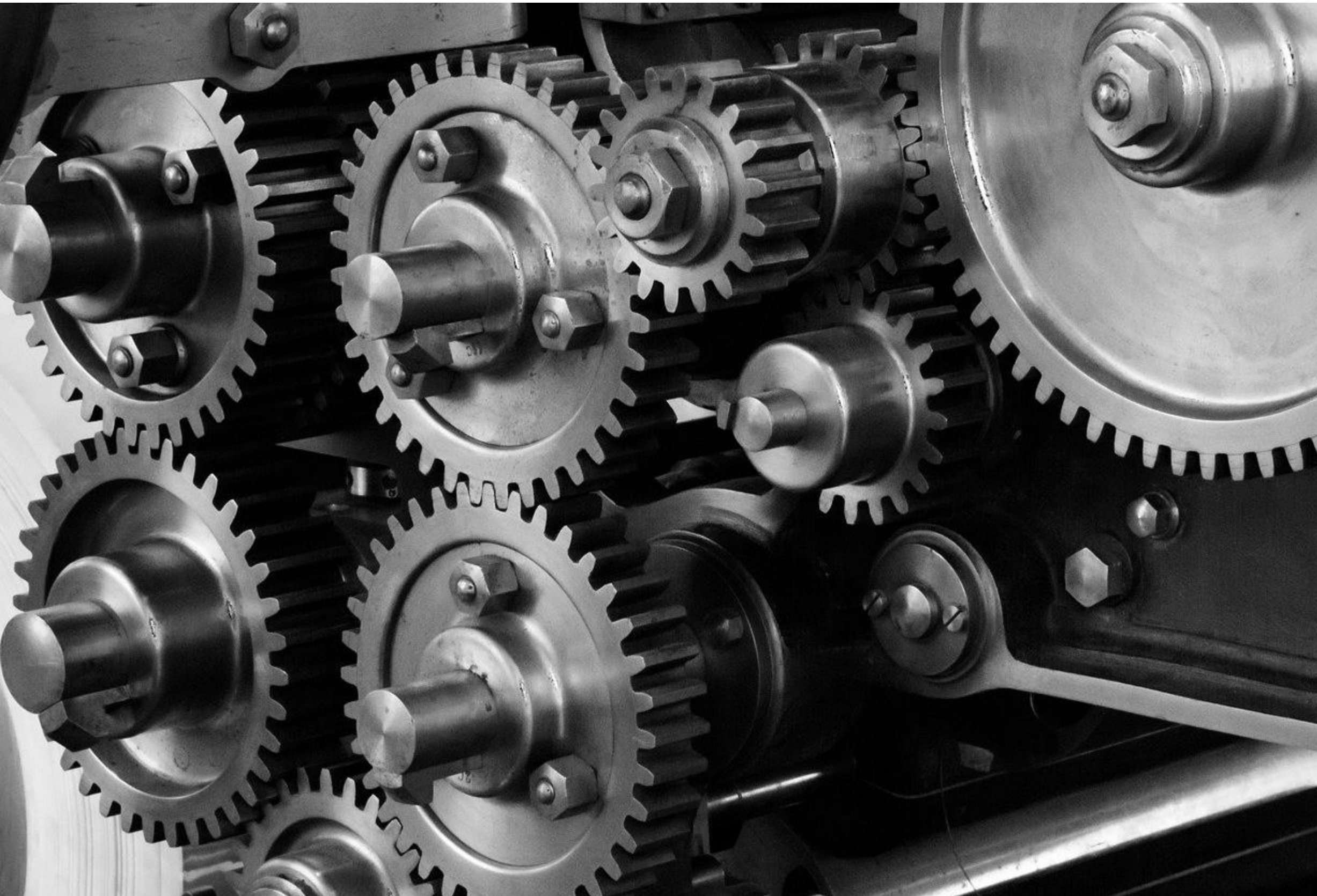
Learn the science



Do not rely on what you think works...

- Investigate
- Challenge
- Abandon old models

Choose a learning transfer process

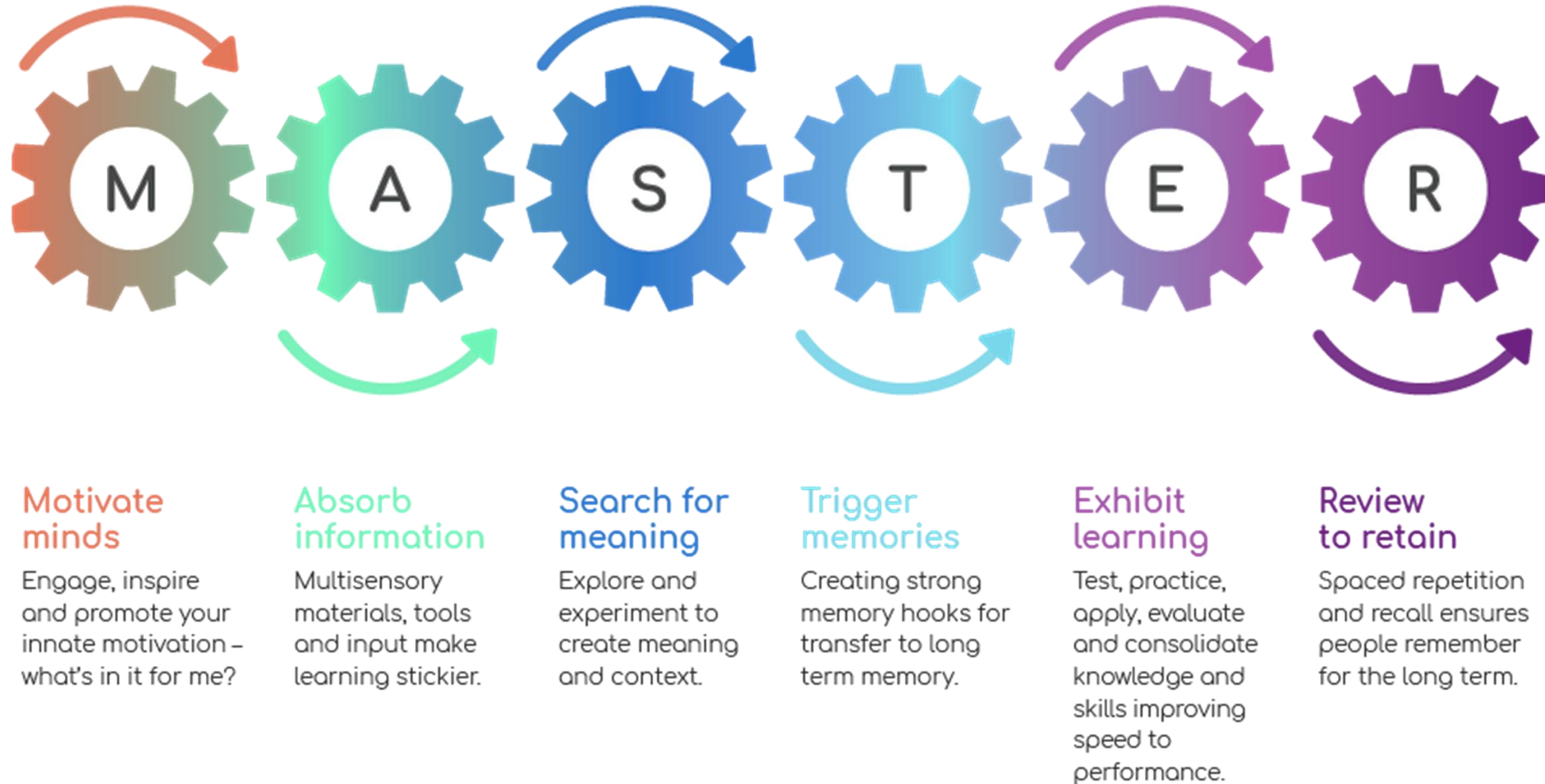


Learning is an experience.

*Everything else is just
information.*

Albert Einstein

What works for us...



Source: Colin Rose



Technology as a tool – not driver



What a computer is to me, is the most remarkable tool that we have ever come up with, and it is the equivalent of bicycle for our minds.

John Ive, Chief Design Officer at Apple (1992-2015)

Do not be that fool...

- 'Our tools are cr**p...'
- Challenge suppliers: do they understand TECH or LEARNING... or BOTH?



Some top tips...

Some do's and don'ts...

1. Experiment
2. Partner
3. 'Optimal' versus 'supported'
4. They will not come to you
5. Start small
6. Focus on the problem, than the solution
7. Network
8. See it in action
9. Prioritize

10. Some useful questions to guide the process:

- What will it be able to do what we can't do now?
- Can we quantify the benefit?
- Are people ready?
- Effort versus outcome?
- Additional process benefits?
- Technical issues solved?
- Engagement beyond the learning team?
- Potential users consulted?
- Buy-in across the organization?
- Project management? Project plan?
- What if it fails?

Data to measure effectiveness



Don't be that guy...



Data to measure effectiveness

- What? Why?
- Data sources
- Data relevance



Get help if you need it!

Cool stuff!





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