SMR GROUP

Education
Life Long Learning
Technology
Tools to Help the Learning Process
HR Professional Service
Human Capital is Key to Organisational Growth

Key Shifts in L&D

15th September 2015

10 Key Shifts L&D Professionals need to be aware of

Learning has transformed to embrace cutting edge **technology** and **neuroscience**

But, the new shifts may be even more **profound.**

1 Business, not L&D priorities

"people have pet topics, but we need to move away from these and focus on business performance"

- *Andy Lancaster (Head of L&D, CIPD UK)*

Only 18% of companies thought their learning solutions were aligned to business needs

- *Global Human Capital Trends 2014-Engaging the 21st Century Workforce*

(Deloitts University Press)

2 Informed by metrics, not guesses

BIG
DATA

There's more than enough information out there, but deciding what to use and how to make it valuable is a challenge and will mean weighing up recruitment metrics, appraisals, input from managers……

3 Underpinned by science, not good ideas

Neuroscientists are making profound breakthroughs into how and why we learn

The results are creating more immersive learning experiences

Visual, Auditory, Kinesthetic

Kolb's Learning Style Inventory

David Rock's AGES Model

4 Curator/concierge, not just creator

- L&D professionals no longer have to originate materials!
- Be a curator
  - Hand-pick the best materials on a topic
- Be a concierge
  - Knowing your way to the most important topic

5 User choice, not prescription

The most effective learning is very often the most personal

6 Social, not just formal

A learning tool is defined as *any software or online tool or service that you use either for your own personal or professional learning, for teaching or training*

Jane Hart (*Learning blogger & adviser*) compiled the Top 100 Tools for Learning 2014 – the results of the 8th Annual Learning Tools Survey – from the votes of **1,038** learning professionals from **61** countries worldwide. The list was published on 22 September 2014**.**

THE RESULTS?

1. Twitter
2 . Google Docs/ Drive
3. You Tube
4. Power Point
5 . Google Search
6 . Word Press
7 . Dropbox
8 . Evernote
9 . Facebook
10. LinkedIn

7 Just in time, not delayed

Is it necessary to be perfect?

People expect more speedy interventions!

8 Bite size, not feasts

ÅTraditionally, learners have ‘gorged’ on full day’s worth of info. Why not try:

‘Café style’ sessions

‘Lunch and learn’ meetings

9 Digital/mobile, not just face to face

- Most people learn differently at home compared to work.
- This means digital delivery through smart phones and tablets, should be key considerations rather than an afterthought.

10 Measuring value , not volume

- Learning activities must be mapped directly to business impact.

- Working with managers to define key metrics at the outset is the only route to ROI.

SMR GROUP

THANK YOU

Corporate Office

A Suite 2A-23-1, Block 2A
Level 23, Plaza Sentral
Jalan Stesen Sentral 5
KL Sentral, 50470
Kuala Lumpur, Malaysia

T +(603) 2279 9199

F +(603) 2279 9099

Operations Office

A 15-7, Signature Office (Block A)
The Boulevard, Mid Valley City
Lingkaran Syed Putra, 59200
Kuala Lumpur, Malaysia

T +(603) 2296 9199

F +(603) 2296 9099

W www.smrhub.com

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