





#### **Key Shifts in L&D**

15<sup>th</sup> 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.** 





## 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 21<sup>st</sup> Century Workforce

(Deloitts University Press)





## Informed by metrics, not guesses





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.....





## 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







## 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





## User choice, not prescription



## The most effective learning is very often the most personal





#### 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





#### Just in time, not delayed



## Is it necessary to be perfect?



# People expect more speedy interventions!





#### Bite size, not feasts



"Traditionally, learners have 'gorged' on full day's worth of info. Why not try:

'Café style' sessions

'Lunch and learn' meetings



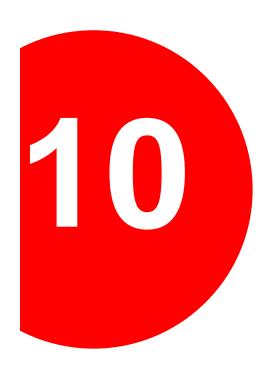


### Digital/mobile, not just face to face



- "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.





### 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.



#### THANK YOU

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