Future Focused Learning

Shifting to Business Aligned Learning

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The world of work is changing fast – Learning must evolve

**Work**
- Rise in services
- Technology
- Globalisation

**Workforce**
- Multigenerational
- Mobile-transient
- More qualified

**Workplace**
- Part-time flexible
- Home-working
- New digital skills
From Unlocking Potential by Towards Maturity
9 Shifts in Learning

Where are we now?

What “Steps into the Future” might we consider?
1. Actively involve business leaders in learning decisions
2. Use strategic business objectives to determine learning priorities
3. Focus on the end results
4. Integrate with HR and talent strategy
5. Demonstrate business value
6. Ensure staff understand their contribution
7. Enjoy proactive management commitment
<table>
<thead>
<tr>
<th>Measure</th>
<th>We Currently Measure This</th>
<th>We Should Measure This in the Future</th>
<th>My Ranking of the Importance of This Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Inputs: “Last year, 78,000 employees received formal learning.”</td>
<td>94%</td>
<td>85%</td>
<td>6</td>
</tr>
<tr>
<td>2. Efficiency: “Formal learning costs $2.15 per hour of learning consumed.”</td>
<td>78%</td>
<td>82%</td>
<td>7</td>
</tr>
<tr>
<td>3. Reaction: “Employees rated our training very high, averaging 4.2 out of 5.”</td>
<td>53%</td>
<td>22%</td>
<td>8</td>
</tr>
<tr>
<td>4. Learning: “92 percent of participants increased knowledge and skills.”</td>
<td>32%</td>
<td>28%</td>
<td>5</td>
</tr>
<tr>
<td>5. Application: “At least 78 percent of employees are using the skills on the job.”</td>
<td>11%</td>
<td>61%</td>
<td>4</td>
</tr>
<tr>
<td>6. Impact: “Our programs are driving our top five business measures in the organization.”</td>
<td><strong>8%</strong></td>
<td><strong>96%</strong></td>
<td>1</td>
</tr>
<tr>
<td>7. ROI: “Five ROI studies were conducted on major programs, yielding an average of 88 percent ROI.”</td>
<td>4%</td>
<td>74%</td>
<td>2</td>
</tr>
<tr>
<td>8. Awards: “Our learning and development program won an award from Chief Learning Officer magazine.”</td>
<td><strong>40%</strong></td>
<td><strong>44%</strong></td>
<td>3</td>
</tr>
</tbody>
</table>
The science behind learning design: the brain

Attention

Generation

Emotion

Spacing

Steps into the Future

Dr. Lila Davachi, Dr. Tobias Kiefer, Dr. David Rock and Lisa Rock ©NeuroLeadership Institute 2010
The science behind learning design: the brain

Reticular Activating System

Amygdala

Dopamine

Steps into the Future

Dr Judy Willis – radteach.com
Moving to a curated model requires a change in mindset

- Accepting overload: accept this is the new norm
- Maintaining curiosity: keep seeking new sources
- Committing time to filter: dedicate to find value
- Staying tech-savvy: keep abreast of technology;
- Changing to self-service: asynchronous learner led
Harold Jarche’s – Seek, Sense, Share

Seek
How can we bring the web to us in the time we have available?

Sense
How can we and others add value and context to the resource?

Share
How will learners access the resources … Platform? Push? Pull?

Steps into the Future
• One in three organisations state classroom trainers reluctant to adopt new technology
• 10% of L&D staff do not feel they have the permission to experiment
Towards Maturity research: Unlocking Potential

- 91% of staff like to be able to learn at their own pace
- 48% of staff use their personal mobile to access learning
- 88% learn more by finding things out for themselves
- 14% of L&D practitioners now using curation, 63% are experimenting and 32% plan in next 2 years
• Integrate UGC into your offering
• Encourage & celebrate peer to peer learning
• Create Subject Matter Networks (smn’s)
• Acknowledge and value multi learner paths
From Unlocking Potential by Towards Maturity

CIPD
Jane Hart’s 2016 Top 200 Learning Tools

1 - YouTube
2 - Google Search
3 - Twitter
4 - PowerPoint
5 - Google Docs/Drive
6 - Facebook
7 - Skype
8 - LinkedIn
9 - WordPress
10 - Dropbox
11 - Wikipedia
12 - Yammer
Bite-sized options

Consider …

• Learning snacks
• Café style
• Mobile friendly—e.g. podcasts/video

Steps into the Future
10 Benefits of Agile Learning Design

1. Revenue/ Usage
2. Speed to Market/ Rapid goal achievement
3. Quality
4. Visibility
5. Risk Management
6. Flexibility/ Agility
7. Cost Control
8. Business Engagement/ Customer Satisfaction
9. Right Product
10. More Enjoyable
Why digital learning?

1. Supporting a dispersed workforce
2. Just in time learning in the flow of work
3. Multi-generational methods
4. Bite-sized resources
5. Enabling self-directed learner choice
6. Producing co-created resources
7. Accessibility in own time
8. Saving costs in time and money

Steps into the Future
So what’s next?
It’s not the strongest of the species that survive, nor the most intelligent, but the ones most responsive to change.

Charles Darwin, Naturalist

Metamorphosis driven by unsustainable environments
Spanning the gulf in practice

L&D driven agenda  Little meaningful data
Good ideas
Poor Learning Experience
Creating from scratch
Prescriptive offer
Mainly formal
Delayed delivery & Occasional feasts
Slow Design
Face to face

Business aligned
Metrics driven
Science-based
Curator-concierge
User choice
More social
Just in time in flow & Regular bite sized
Agile Design
Digital-mobile

CIPD
Driving the New Learning Organisation May 17
Modern L&D is making a massive difference

In top 10% of L&D organisations …

72% increased productivity through learning (norm 28%)
65% report improved application of learning (norm 21%)
62% respond faster to business change (norm 24%)
21% revenue increase (norm 10%)
21% improvement in staff engagement (norm 17%)
If you want to look at our development programmes designed to help you become a Future Focused Learner contact us at:
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