



THE SESSION WILL START SHORTLY



NEW APPROACHES TO LEARNING & DEVELOPMENT

EACH
EMPLOYEES
ADULT CONSUMER HUMAN

WHAT WE'LL COVER

1. Impact of Covid
2. How we learn
3. Learning & Development Trends
4. The new role for L&D teams
5. Tech to support you
6. Q&A

HOW HAS COVID IMPACTED LEARNING?

94% L&D changed their strategy

71% saw an increase in demand

42% Found it difficult to adapt

59% immature adoption to digital learning

THE WAY WE LEARN

- 70% of us use web searches to learn what we need for our jobs
- 91% use our phones for ideas while completing a task
- “I want to” searches on YouTube are growing 70% each year
- 70% of people watch videos for no longer than 4 minutes

ALWAYS GROWING

Johnson & Johnson



Deutsche Bank

SIEMENS

“What will you learn today?”

LEARNING IN THE FLOW OF WORK

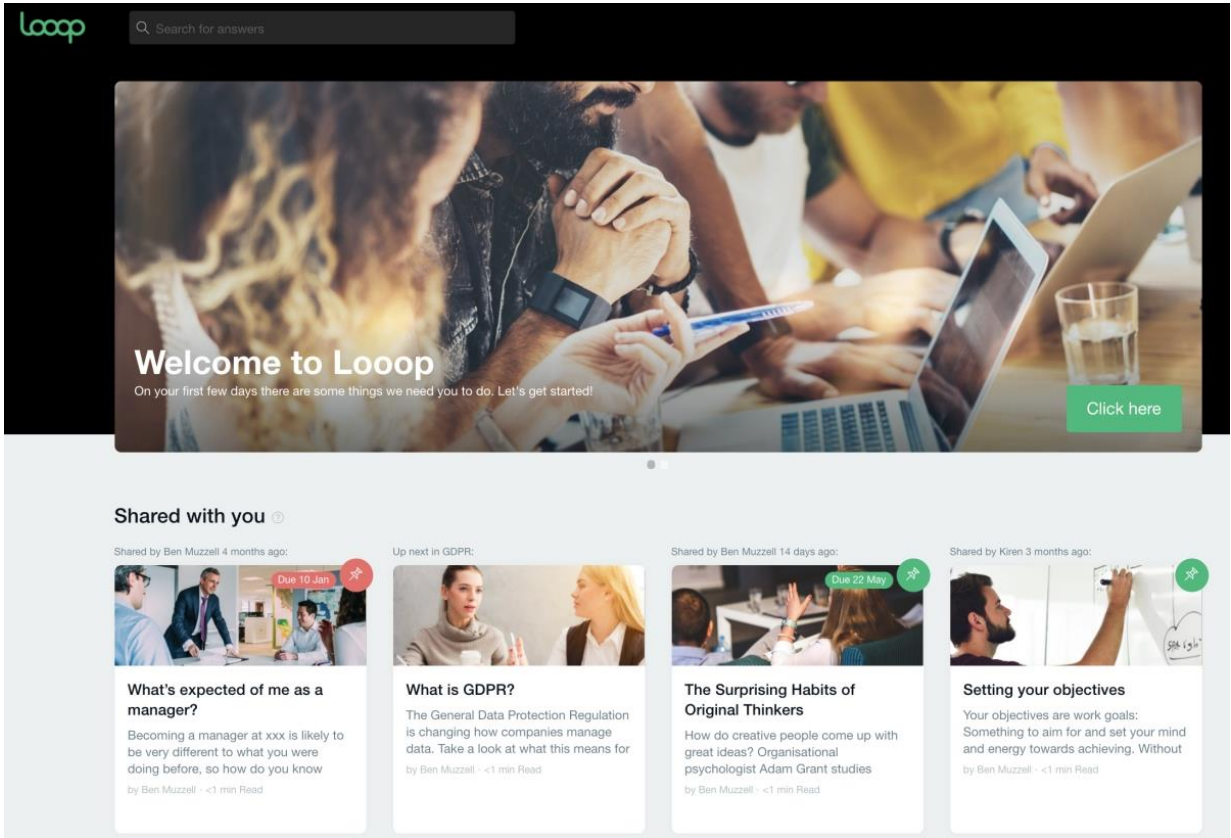
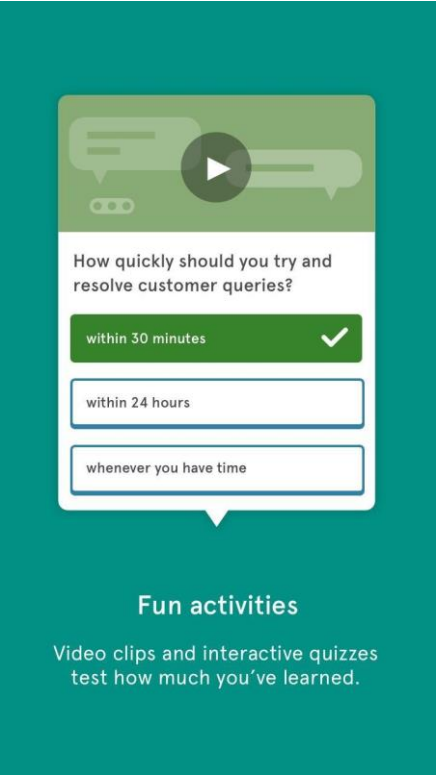
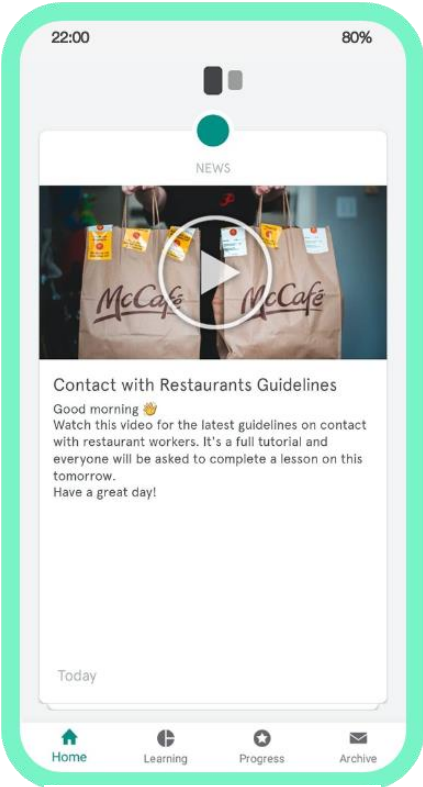
REAL WORK CHALLENGES



AMERICAN WATER



BITESIZE



Uber
Eats

tigô

ASOS

NUDGES



Acknowledge & Appreciate

"Appreciation can make a day - even change a life. Your willingness to put it into words is all that is necessary." — Margaret Cousins

Read & Apply

Especially coming from you, a little acknowledgement and appreciation goes a long way in validating the work of your team members. This week, pay extra attention to the contributions each person on your team makes, whether big or small — especially if they have not been recently recognized by you or others. Authenticity is crucial here— only use these experiments when you genuinely appreciate what your team member said or did!

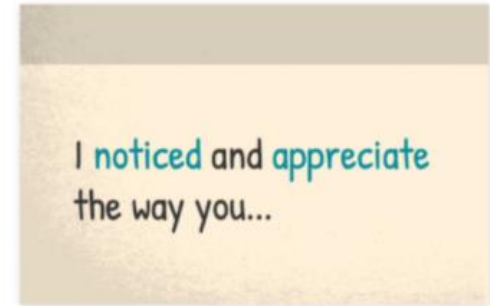
In 1:1s, you might say:

- *"I noticed and appreciate the way you [did X]"*

In a team meeting, try:

- *"That's a really thought provoking point that you brought up because..."*

P.S. Bonus experiment: Not everyone likes to be recognized in the same way. In your 1:1s, ask "how do you prefer to be recognized?" (e.g. privately vs. publicly, over email or in person)



[Please rate] Overall, this Whisper was worth my time.



Google
Whisper

SOCIAL & FUN



SONY MUSIC



PROPER

DIGITAL PORTAL...

Easy access to internal/external tools and virtual resources - **10,000** hits.



WEBINAR SERIES

Supporting people through Covid-19 – **30+** sessions.

EXPERIENCES



#randomcoffee



Get creative..

- Informal mentoring
- Job shadowing
- Projects
- Speed dating
- Book clubs
- Community hub

FUTURE PROOF YOUR ORGANISATION

- Retain talent
- Develop future skills
- Upskill experts
- Redeploy resources
- Reduce redundancies



LEARN FROM EACH OTHER

- Trust 'people like us'
- Make use of internal strengths
- Supports culture of learning
- Cost effective
- Makes us feel good!



Google-to-Googler



"Teach Backs"



THE ROLE OF THE LEADER



SERVICETITAN



LEARNING AND DEVELOPMENT TECH

LEARNING EXPERIENCE SYSTEMS

fuse

 **NovoEd**

Lessonly

 **percipio**
Powered by Skillsoft.

LinkedIn LEARNING

TALENT MANAGEMENT SYSTEMS

gloat



 **degreed.**

 **edcast**

 **phenom people**

 **BRIDGE**

 **eightfold.ai**

DO-IT-YOURSELF

loop

 **360Learning**

@workplace

 **Microsoft Teams**

edu me

instilled

OTHER
INNOVATIVE
PLATFORMS

 **STRIVR**

 **Learnerbly**

 **Hive learning**

ADULT

L&D ...

- DON'T OWN L&D - CREATE ENVIRONMENT
- ENCOURAGE OUR PEOPLE TO OWN AND DRIVE THEIR DEVELOPMENT
- ENCOURAGE 'TEACH EACH OTHER'
- DON'T DO MANDATORY TRAINING
- DON'T KEEP TRAINING RECORDS

CONSUMER

L&D

- GET INSIGHT ON L&D NEEDS FOR FUTURE
- UNDERSTAND HOW OUR PEOPLE LEARN BEST
- DESIGN L&D PRODUCTS
- USE MARKETING TECHNIQUES

HUMAN

L&D ...

- GIVEN L&D AT THE POINT THEY NEED IT
- OFFER BITE-SIZED L&D
- BUSINESS CONNECTORS



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today's webinar!

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typing "new approaches" in search bar

Dates for your diary!

New Approaches to ...

Diversity & Inclusion 25 Feb

Reward 9 March

Employee Experience 25 March

Talent Management 14 April

Performance Management 27 April

ANY QUESTIONS?



THANK YOU AND GOOD LUCK!

www.disruptivehr.com