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THE 3 L&D QUESTIONS EVERY COMPANY MUST ANSWER

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GOAL

Transform the way you think about and approach L&D

The 3 Questions

1. What skills should I learn?
2. How do I learn them?
3. Why should I learn them?

BOLD ASSERTION

Answer these 3 questions, and L&D will become the most valuable function in your organization

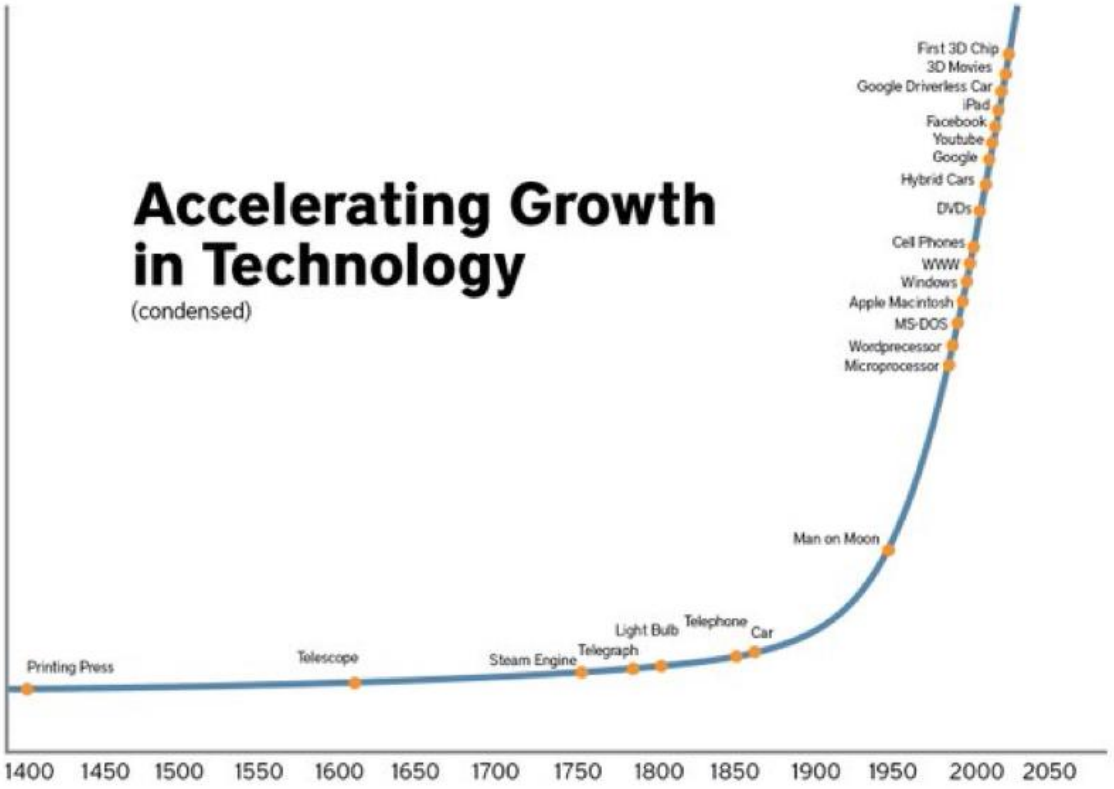
WHY NOW?

Here, have some pennies...

1 BILLION PENNIES

Exponentials are not intuitive

WE LIVE IN AN EXPONENTIAL WORLD



WE LIVE IN AN EXPONENTIAL WORLD

Which means:

1. Rapid change is our new normal
2. The rate of change is accelerating

THE TAKE-AWAY

Accelerating change is here to stay.

Embrace the uncertainty.

CEOS ALREADY ARE

90%

Global Executives

agree that their organizations will be disrupted to a great or moderate extent

CEOS ALREADY ARE

11%

CEOs

believe their current talent pool has the right set of skills

That’s the good news…

THE CHALLENGE TO OVERCOME

8%

CEOs

see business impact of learning & development

HOW DID WE GET HERE?

- Learning technology was created to store, deliver and track content.
- And it works!
- …In a world where the future is relatively static and predictable

THE TAKE-AWAY

The traditional mode of L&D will not serve us moving forward.

A new approach and mindset is necessary.

Closed Suite → ???

L&D Controlled → ???

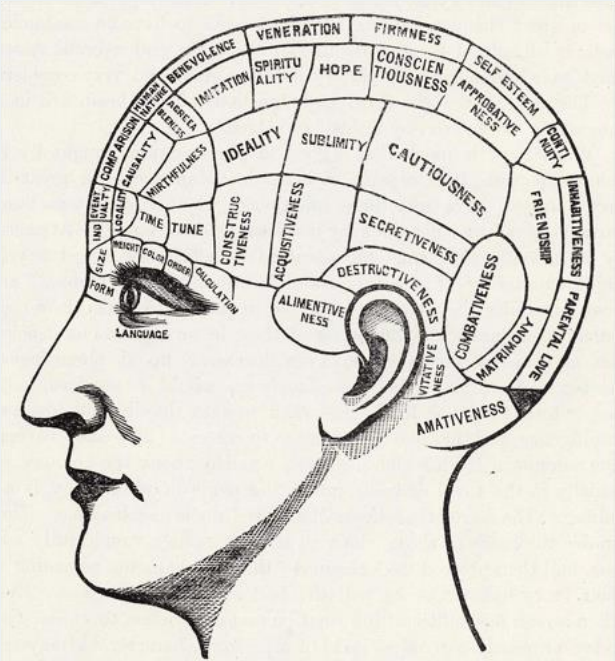
Slow Cycle Times → ???

Content Creation → ???

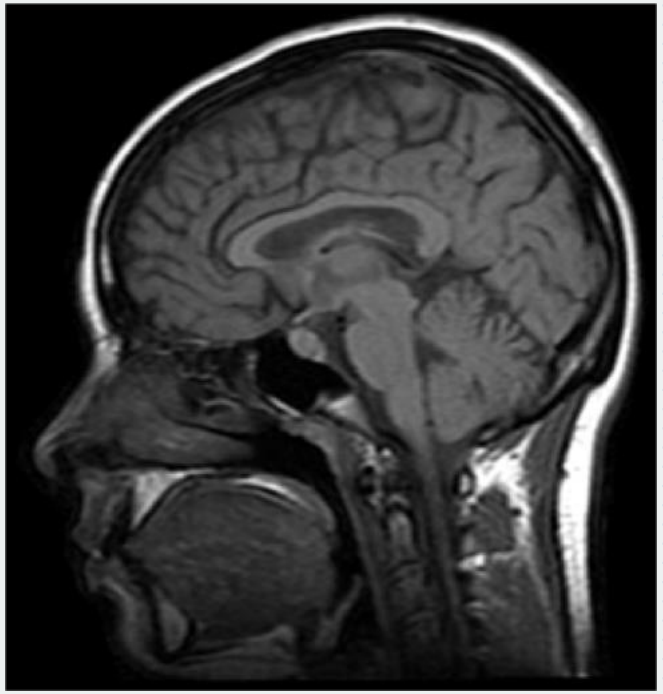
Compliance Focus → ???

WHAT SKILLS SHOULD I LEARN?

By way of analogy...



By way of analogy...



Understanding both supply and demand

Supply

- Who has what skills?
- At what level?
- How are they changing?

Demand

- What skills do we need?
- At what level?
- How are they changing?

THE TAKE-AWAY

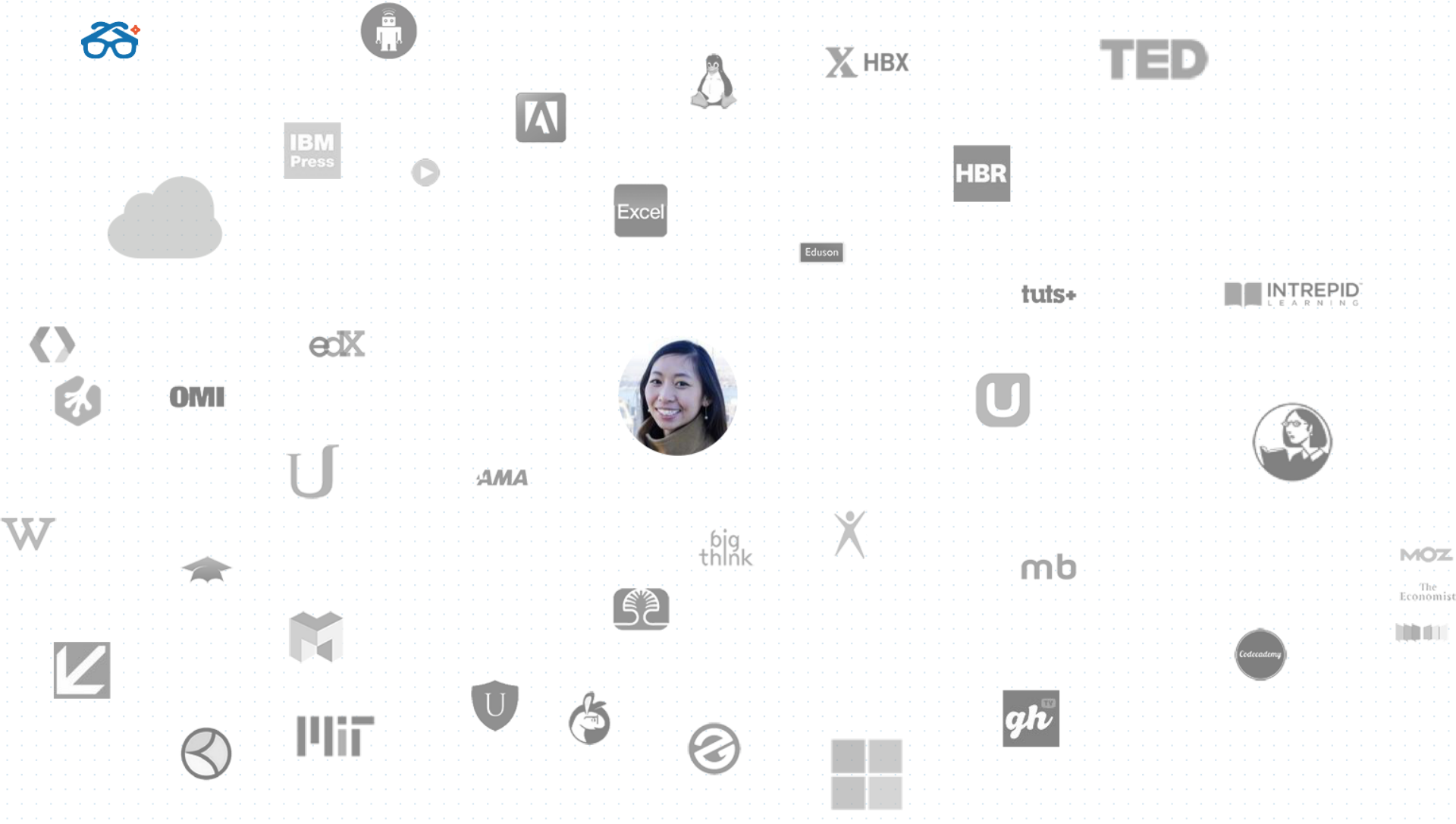
You can’t manage what you can’t measure.

Leverage big data to continually measure supply and demand of skills.

HOW DO I LEARN THEM?

Three key challenges

1. The content you need lives everywhere
2. The right content is continually changing
3. Timely delivery is more important than ever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OMI
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The Economist
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MIT

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Codecademy

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87 Jobs

Product Design
87 Jobs

Cryptography
87 Jobs

Digital Payments Product Mgr
UI / UX. Sketch Design

Product Analyst
UI / UX. Sketch Design

Security Engineer
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THE TAKE-AWAY

You must be willing to give up control.

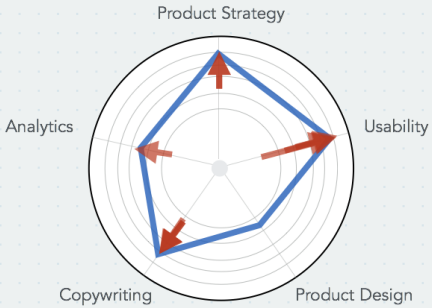
Your crucial role is to enable and empower your workforce to develop itself.

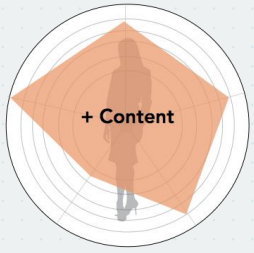
WHY SHOULD I LEARN THEM?

“Employees spend 1% of their time on learning…”

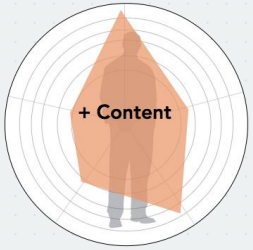
People want to progress; to advance their careers

Employees want to progress

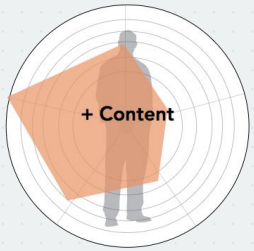




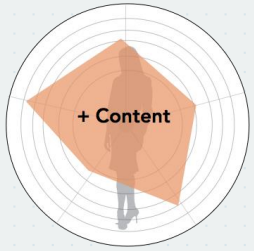
Internal Candidate 1



Internal Candidate 2



Internal Candidate 3



Internal Candidate 4

Organizations want to retain their competitive edge

Measuring learning activity no longer enough. Instead, focus on:

- Skill gaps
- Internal mobility
- Correlations to key business metrics

THE TAKE-AWAY

Show employees how learning will advance their careers.

Replace learning metrics with talent metrics.

L&D HAS NEVER BEEN MORE IMPORTANT

Closed Suite	→	Open platform
L&D Controlled	→	Employee-driven
Slow Cycle Times	→	Speed of business
Content Creation	→	Crowdsourced curation
Compliance Focus	→	Impact focus

Be the heroes we need

QUESTIONS?

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