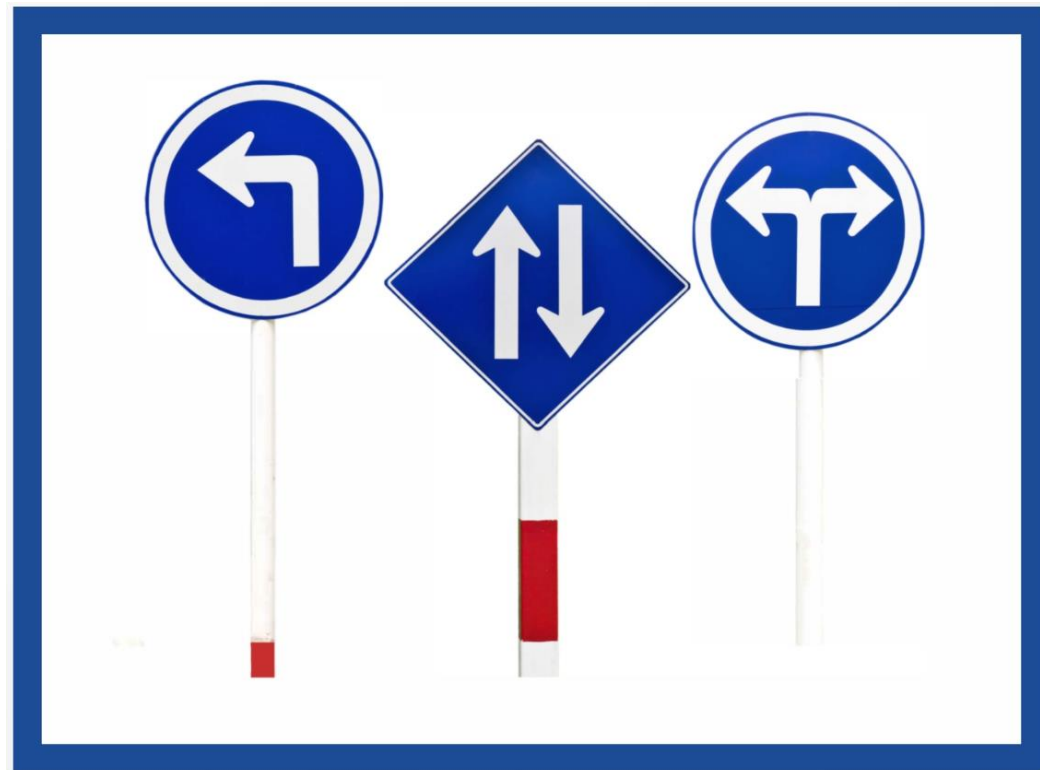






Driving Agility with Laura Goodrich



Grab your phone



Open any browser.



Type [Slido.com](https://www.slido.com)

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Add your meeting number

Ask questions and respond to polls!



If it works don't fix it.



I'll have the usual.

This change won't effect us.





90% of CEOs believe their organizations do not have the AGILITY to maneuver the road ahead?

(Bersin Deloitte CEO Survey 2016)

When it comes to **Driving Agility**
and your attendance today...

What is most important to you?

1. Driving Agility for myself.
2. Driving Agility for the team.
3. Driving Agility for the organization.

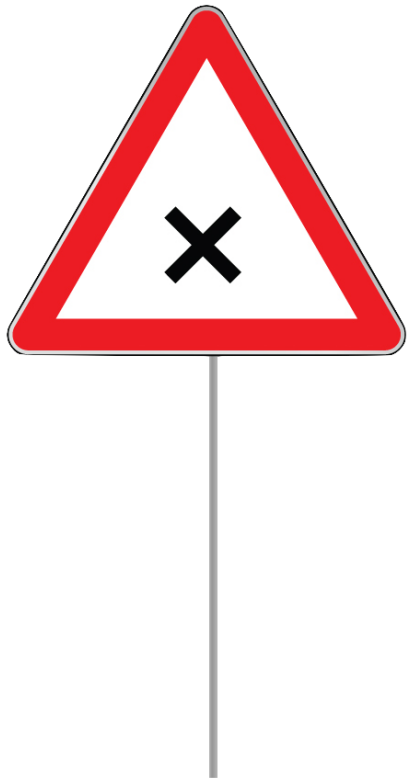
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Drivers of Innovation



High Beams ON!

- Emerging Technologies
- Global Connectedness
- Demographic Shifts
- Changing Consumer & Employee Expectations



“As these drivers of innovation collide, they will produce changes so significant that much of the organizational intuition that has served us in the past will become **irrelevant.**”

McKinsey Institute

The Ten Types of Innovation

Doblin Group



Profit Model



Network



Structure



Process



Product
Performance



Product
System



Service



Channel



Brand



Customer
Engagement

We live and lead in a time of unprecedented change where a new product or innovation can drop into the marketplace and change the road overnight.

Laura Goodrich





“Face reality, provide hope”

Inge G. Thulin, Former CEO 3M

Korn Ferry Study Reveals Global Talent Shortage Could Threaten Business Growth Around the World

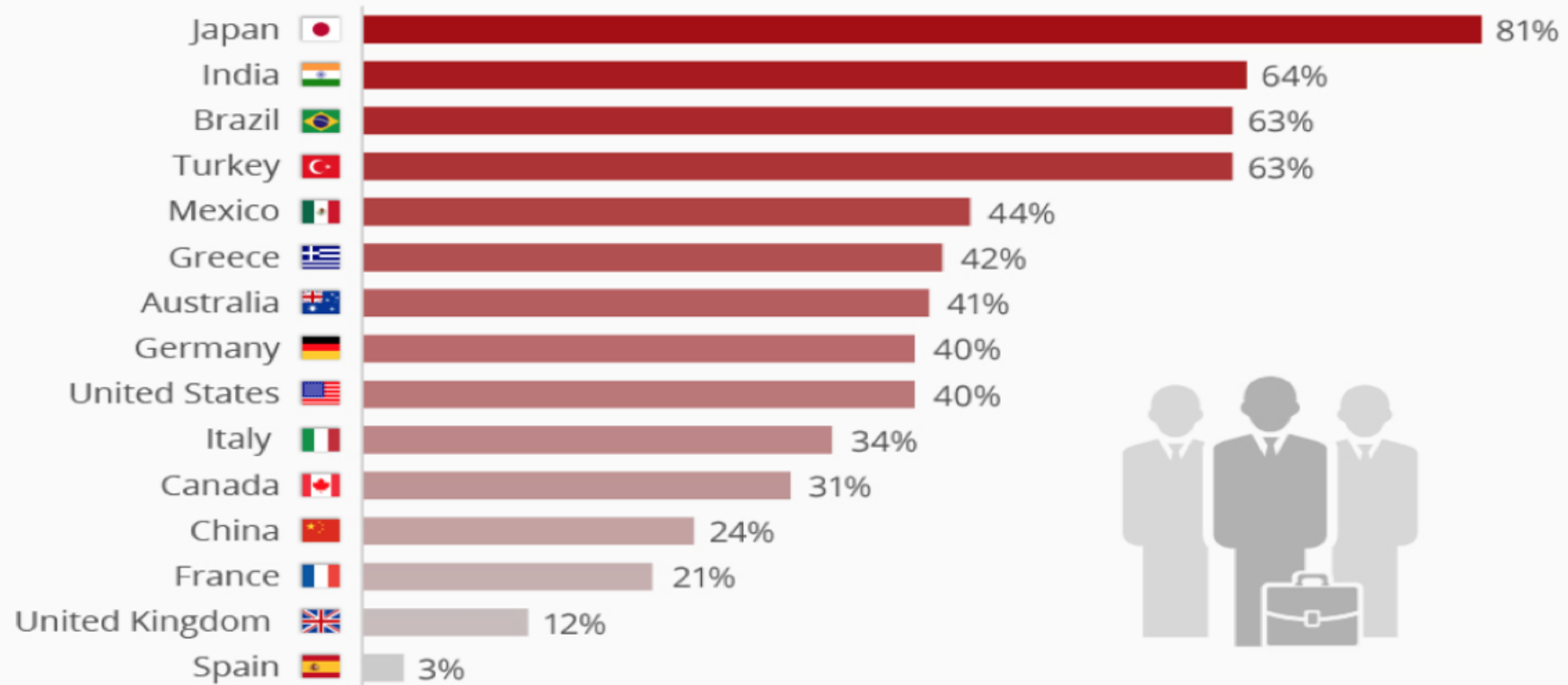
"The United States faces one of the most alarming talent crunches of any country in our study. This is partly because America's population is graying rapidly, with 10,000 baby boomers reaching retirement age each day for the next 19 years"



Talent and Skills Crisis on the Horizon

The Countries Facing The Greatest Skill Shortages

Skills shortage as a % of firms with 10 or more employees in selected countries*



* 2014

Source: Manpower Talent Shortage Survey via OECD

Still, the transition to skills and jobs of the future is “actually quite painful,” as permanently displaced skills and workers automated out of their jobs don’t have an easy time committing to learning new skills and migrating into new employment and opportunities.

This is why we do what we do.

GWT Next “Dedicated to helping you manage change and be ready for the future of work.”



There is more scarcity of talent than there is capital.

There is a lot of capital looking for ideas and opportunities, and it's talent that's the scarce part, that's a phenomenon of our times right now.



Talent Wins 2018
Barton, McKinsey's Global Managing Partner



It is time of extraordinary opportunity!

But you must SEE it, to seize it.

"Emerging on the winning side in this increasing volatile world will depend on how fully leaders recognize the magnitude and the permanence of the coming changes and how quickly they alter long-established intuitions."

McKinsey and Company

Driving Agility

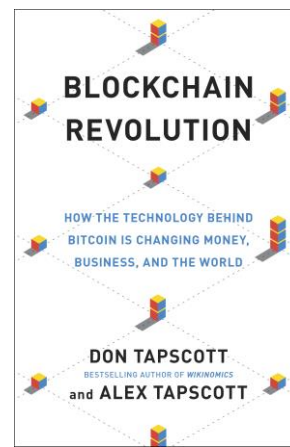
This is urgent!

This is real!



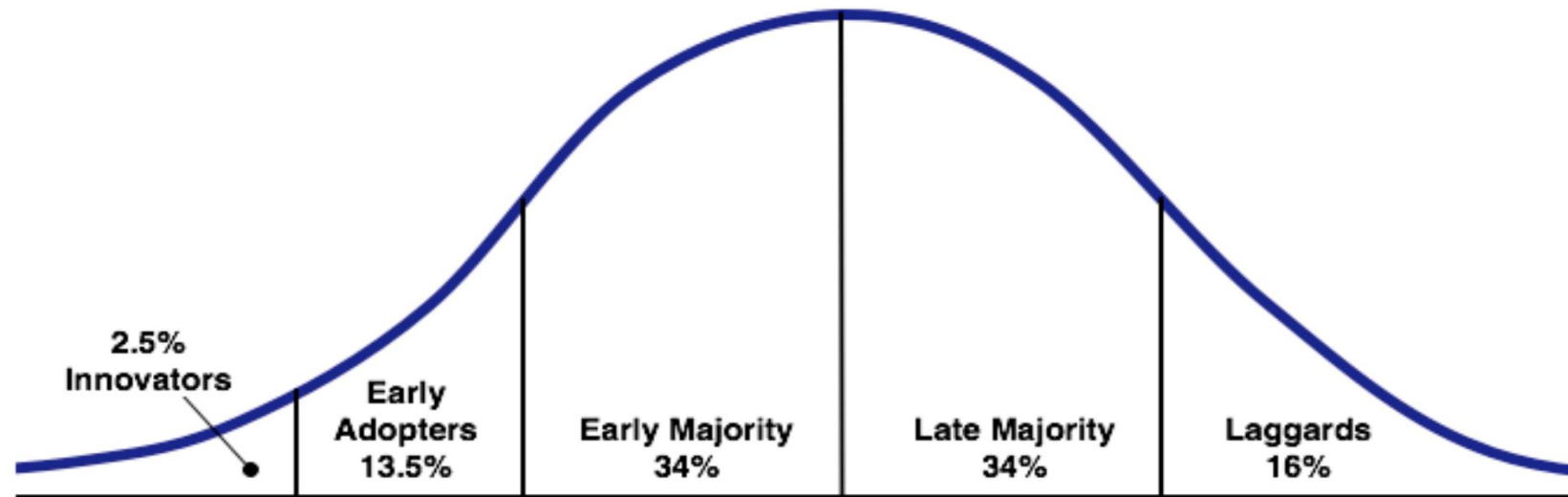
Established Leaders and Employees

Dynamic and Disruptive change involves dislocation, conflict confusion, uncertainty. New ways are nearly always received with coolness, even mockery or hostility. Those with vested interests, fight the changes. These shifts demands such a different view of things that established leaders and employees are often last to be won over, if at all.



Don Tapscott

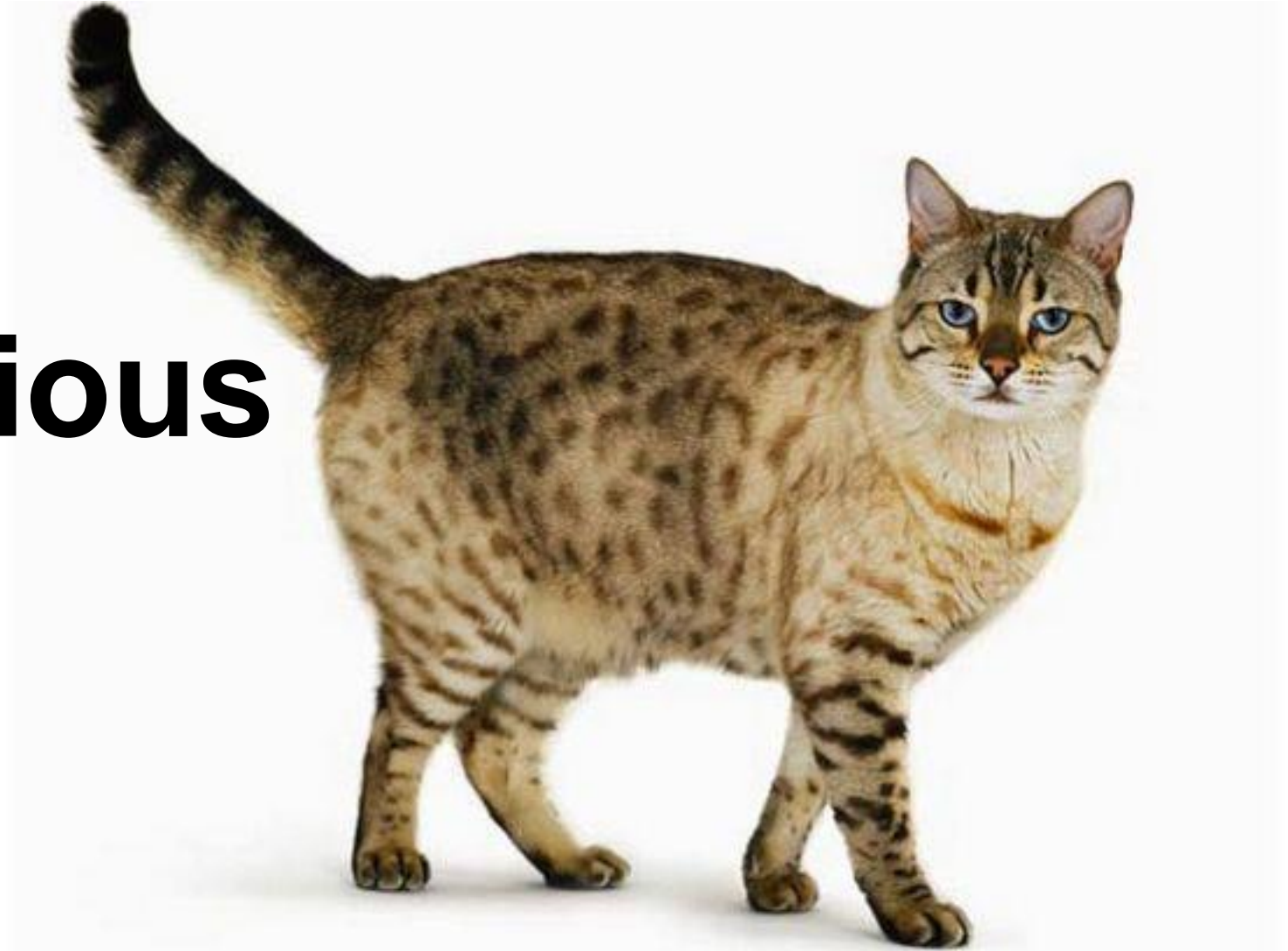
Diffusion of Innovation and Technology



The future is already here-
It's just not very evenly distributed.

William Gibson

Be Curious





Driving Agility

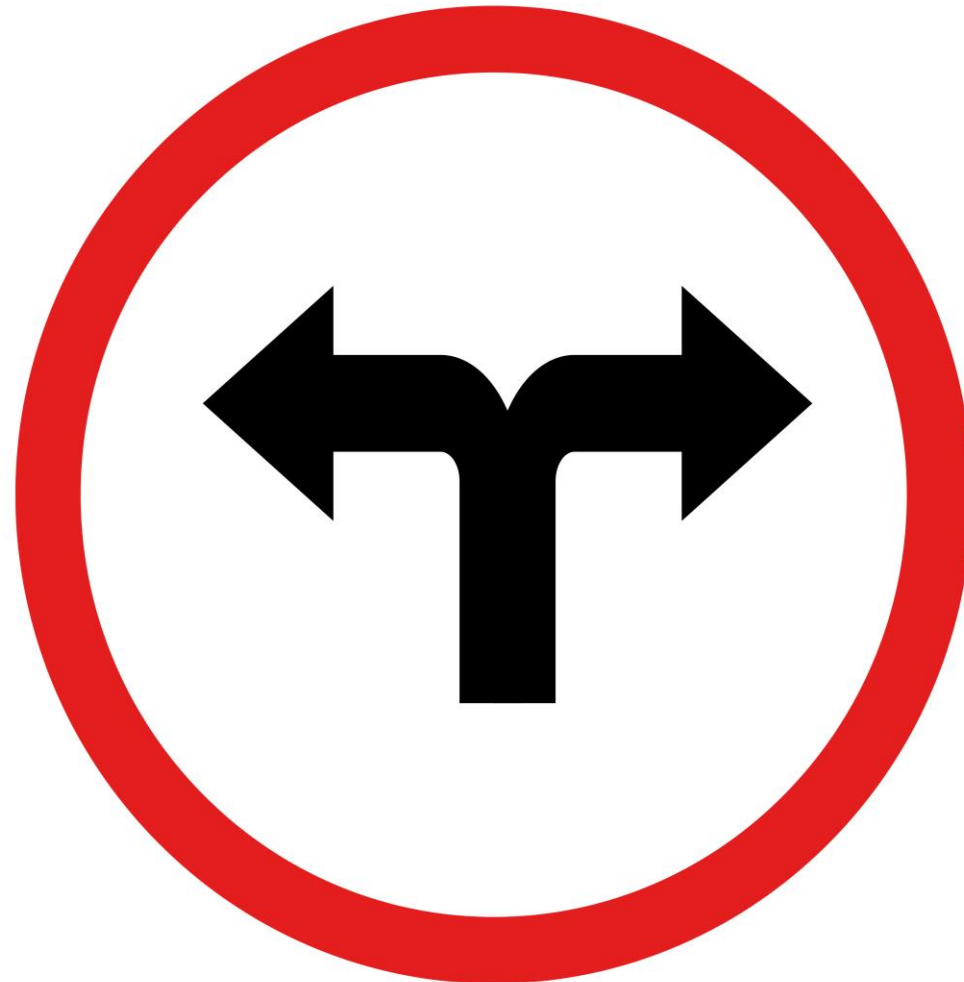
This is the road to a
positive future

There are many times in our day-to-day work, and there will be more in the future, that we will be confronted with change, new situations, challenges, and the need to make relevant decisions and to **Drive Agility** in the moment.





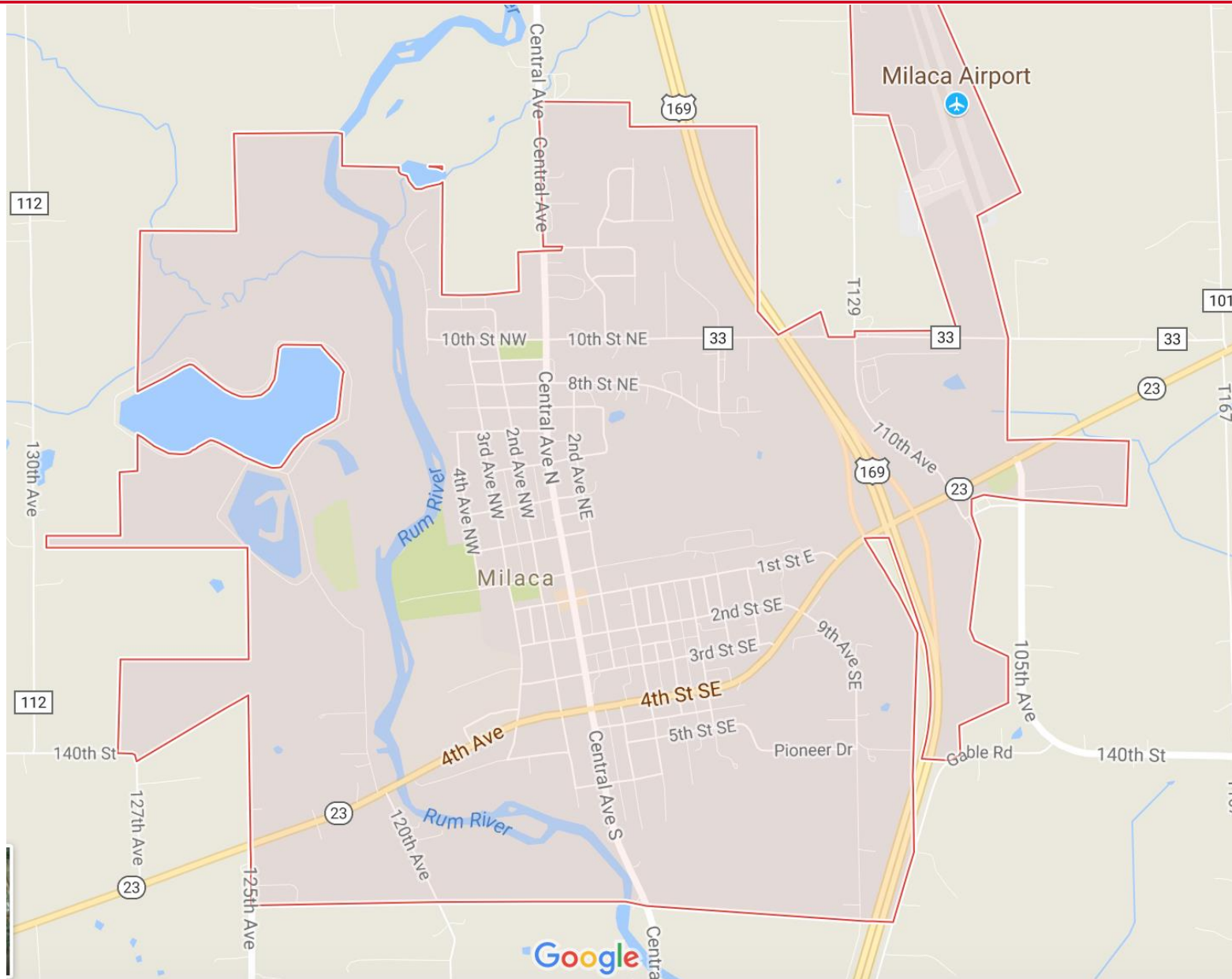
The Moment



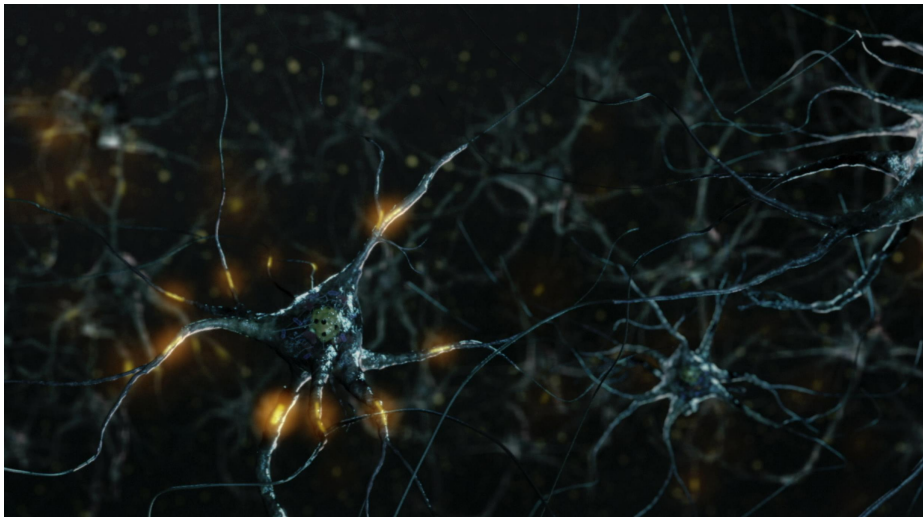
Industrial Age Answers





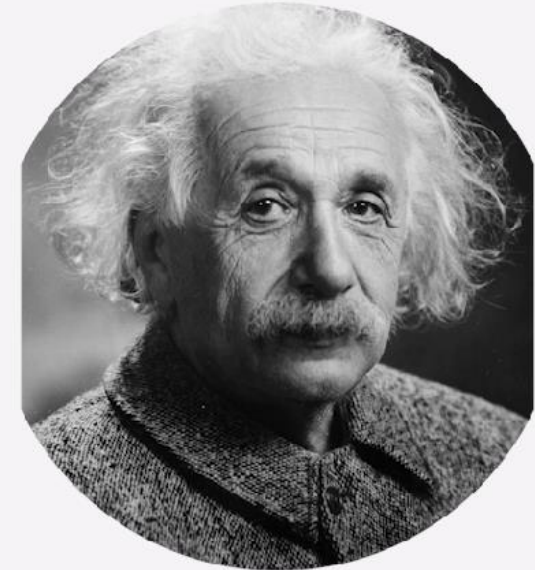


“You grow the most new synaptic connections where you have the most preexisting connections.”



Dr. J. LeDoux, Neuroscientist, NYU

*"Insanity:
doing the same thing
over and over and
expecting a different
result."*



Albert Einstein



Noah Webster

*"Creativity:
the ability to create,
not imitate."*

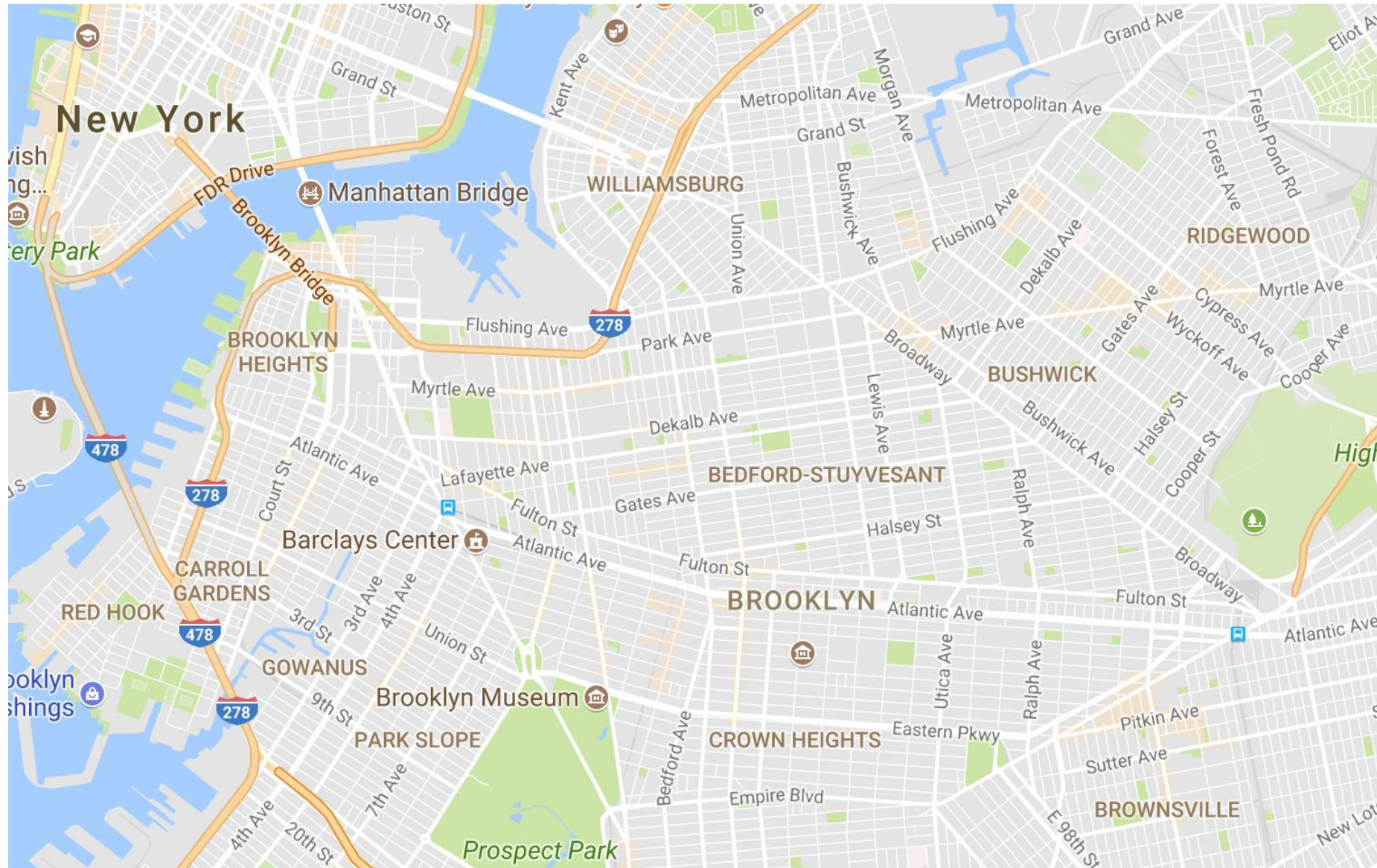
*"Everyone is born an artist.
The problem
is how to remain an artist
once you grow up."*

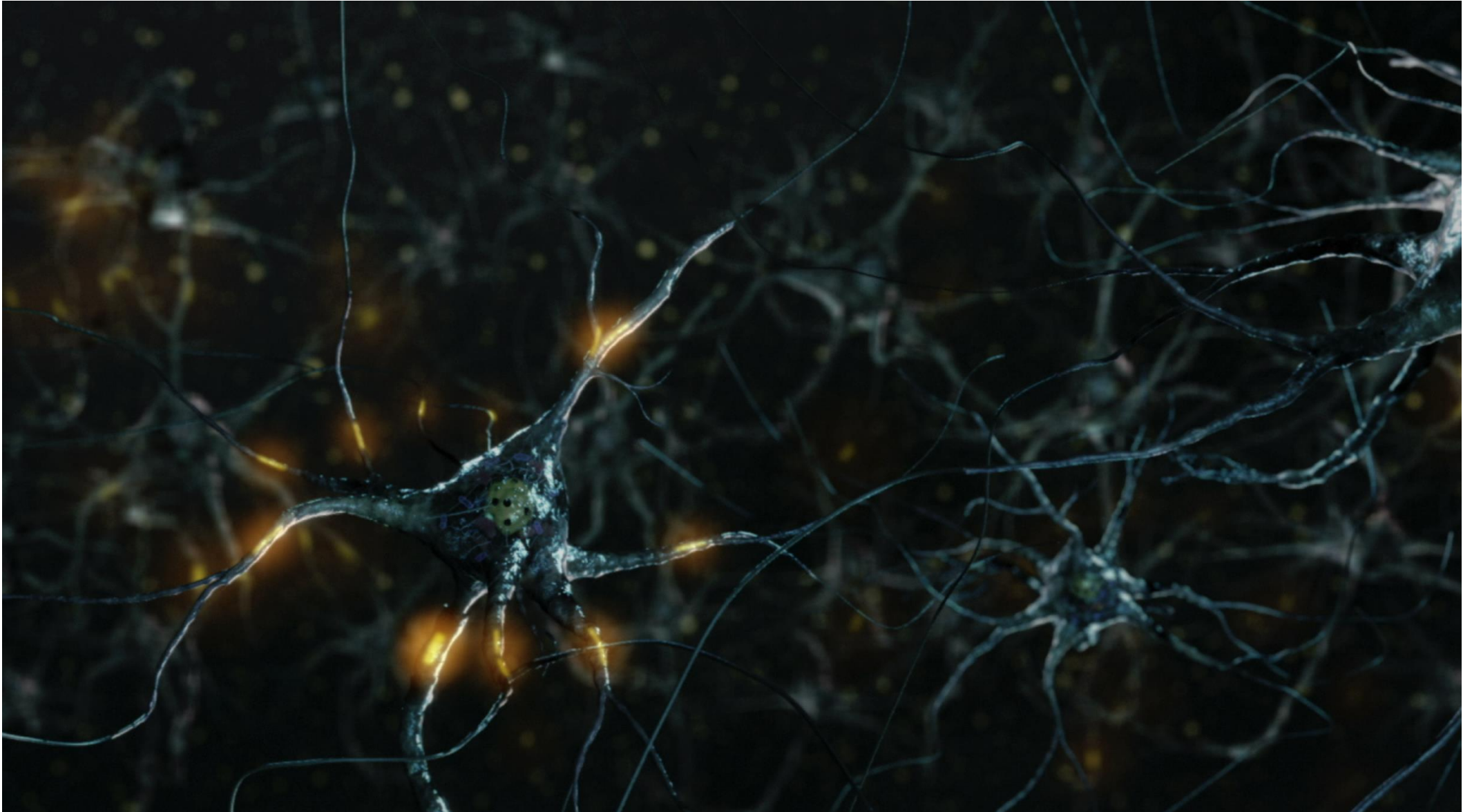


Courtesy Paolo Monti

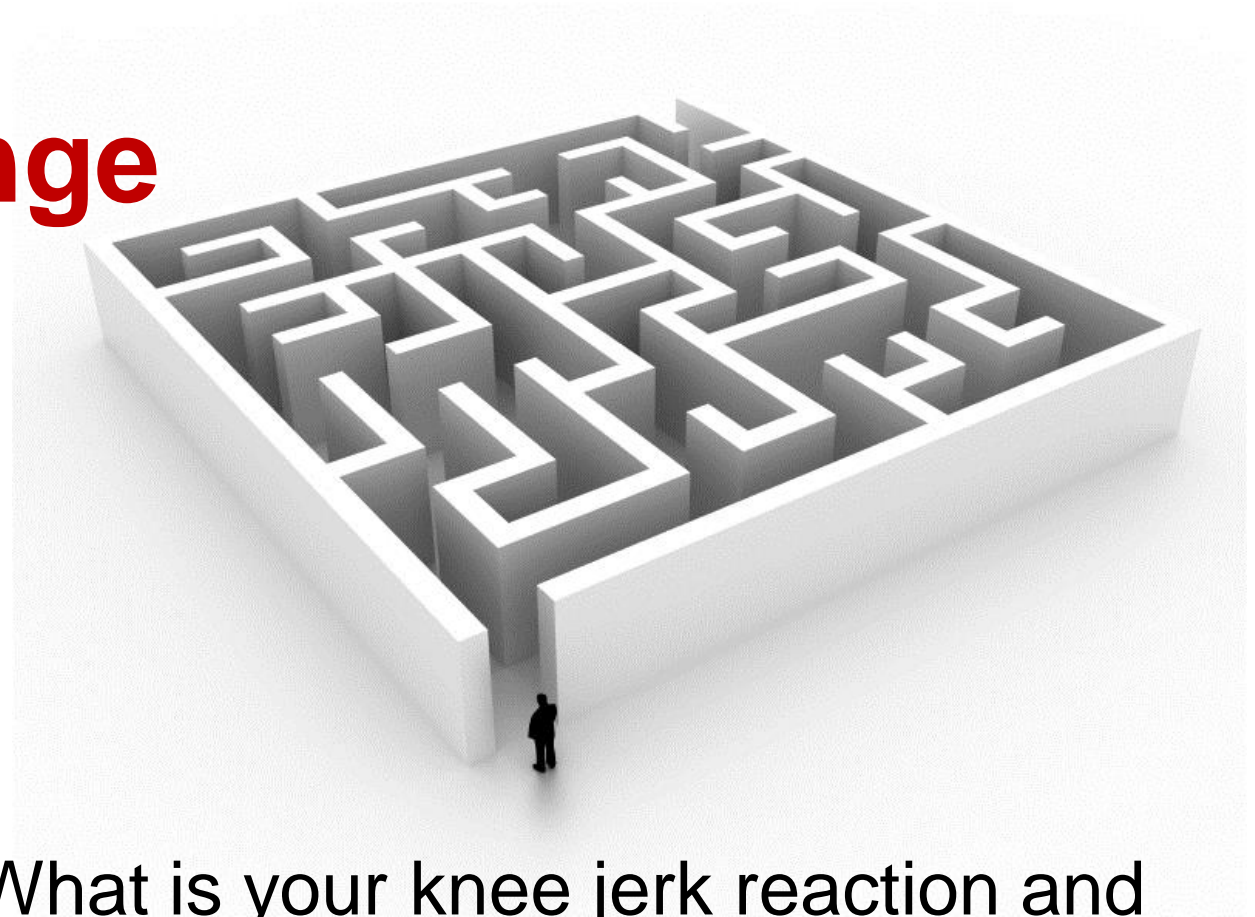
Pablo Picasso







Identify a challenge



What is your knee jerk reaction and action regarding the challenge?

Share one word that
describes your work
related challenge?



Grab your phone



Open any browser.



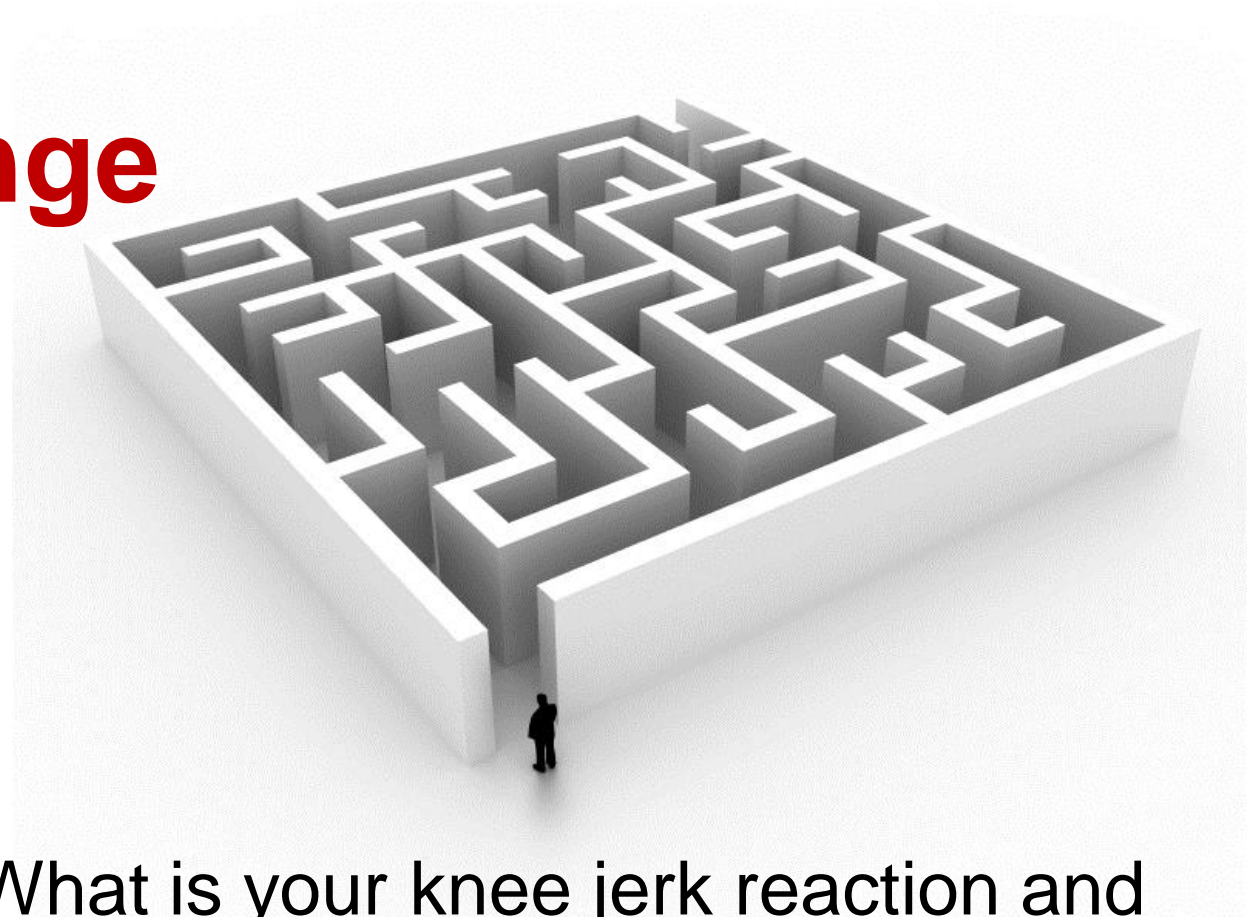
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Identify a challenge



What is your knee jerk reaction and action regarding the challenge?

- Emerging Technology
- Global Connectedness
- Demographic Shifts
- Changing consumer and employee behavior and expectations

Drivers of Innovation

What are the key elements with this challenge?

- Company/Agency
- Culture
- People/Family Served
- Customers
- Competitors
- Audience
- Markets
- History
- Issues
- Opportunities
- Threats
- Product
- Service
- Distribution
- People
- Physical Environment
- Motivators
- Decisions
- Structure & Systems
- Processes
- Measurement
- Development of People
- Purpose
- Compliance/Regulations

What trends may be influencing this challenge?

- Automation
- Workplace flexibility
- Urbanization
- Innovation
- Disruption

Use the 3 Rs to Drive Agility & explore new & innovative solutions.

Revise

How can we revise our reaction or decision with this challenge and create opportunity or innovation?

Reverse

What if we try to do the opposite. What would happen if we reverse this process or sequenced things differently?

Replace

How could we replace the initial reaction or decision with a new and innovative solution?

**On demand learning that is
accessible to employees is critical.**

But there is more.





But then there are **business-critical outcomes and shifts in behavior.**

Select Leaders and organizations are identifying and measuring the learning solutions that addresses the skills, knowledge and behaviors, that most directly impact business priorities and outcomes.

“These organizations are strategically selecting and deploying learning experiences that prepare employees for the work of the future and enable them to track and validate **business-critical outcomes.**”

HR Times Deloitte 2018

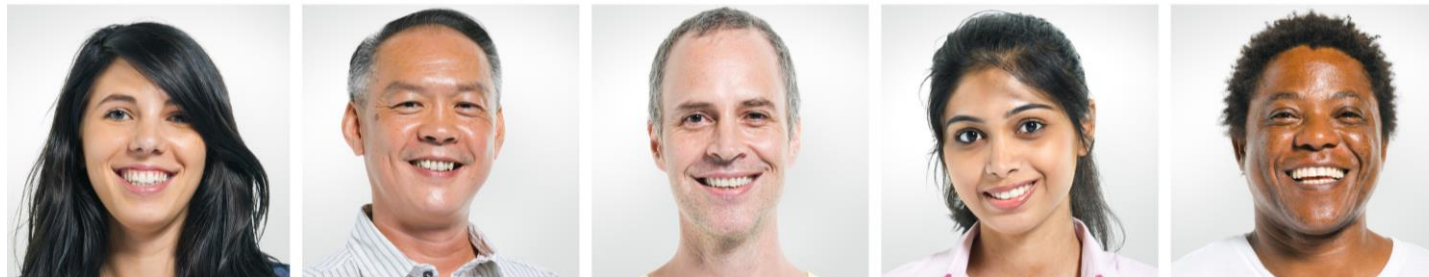


"Next generation leaders, among other things, need to be seen as an "influence-maker", Champions of Change, as leaders who can get other leaders and employees to shift their historical expectations for learning and training away from just traditional methods towards blended solutions that are aligned with business-critical outcomes"

Deloitte 2017

"We will **not** be in danger of becoming HR or learning fossils as long as we focus on partnering with the business to meet their needs by delivering the entire learning experiences required to make a difference in business priorities and outcomes."

Center for Talent Reporting 2018



Champions of Change Innovation Agility



A blended approach of interactions with others and work related experiences + microlearning programs. Including a roadmap and messaging for recommended face-to-face interaction + the art of coaching through bite-sized video learning, spaced over time, followed by self-reflection questions and digital tools.



A live event or experience is a great place to start, but no place to stop

Real change is a process, not an event



Learning Retention



We spend over
200 billion on
training

How many of you.....

How many of you.....

How many of you.....

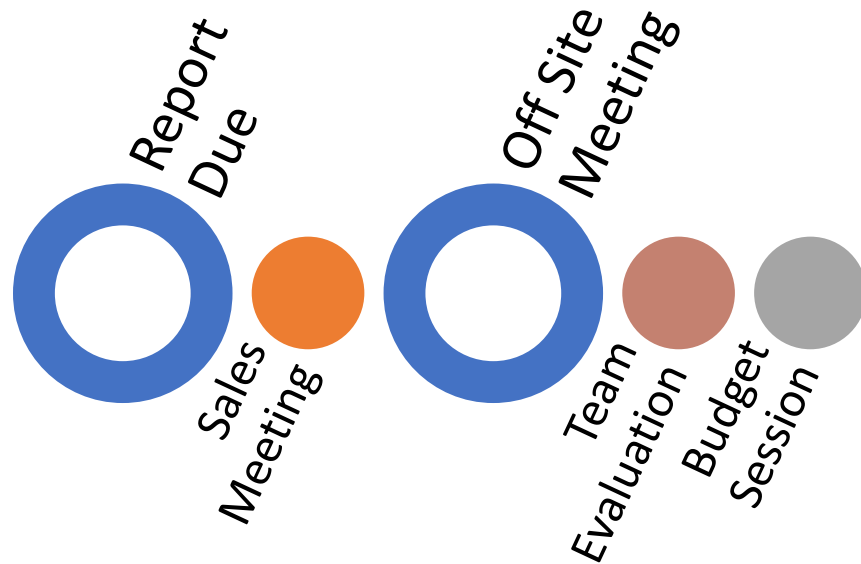


Shared Viewing



Shared Conversation

Today's Employee



Is Mired In Day To Day Tasks

One Learner's Experience

My Day

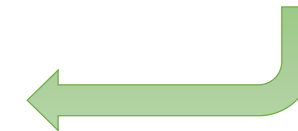


What I'm Thinking

Learning Retention



Where behavior is influenced, retention is proven to increase 75% more

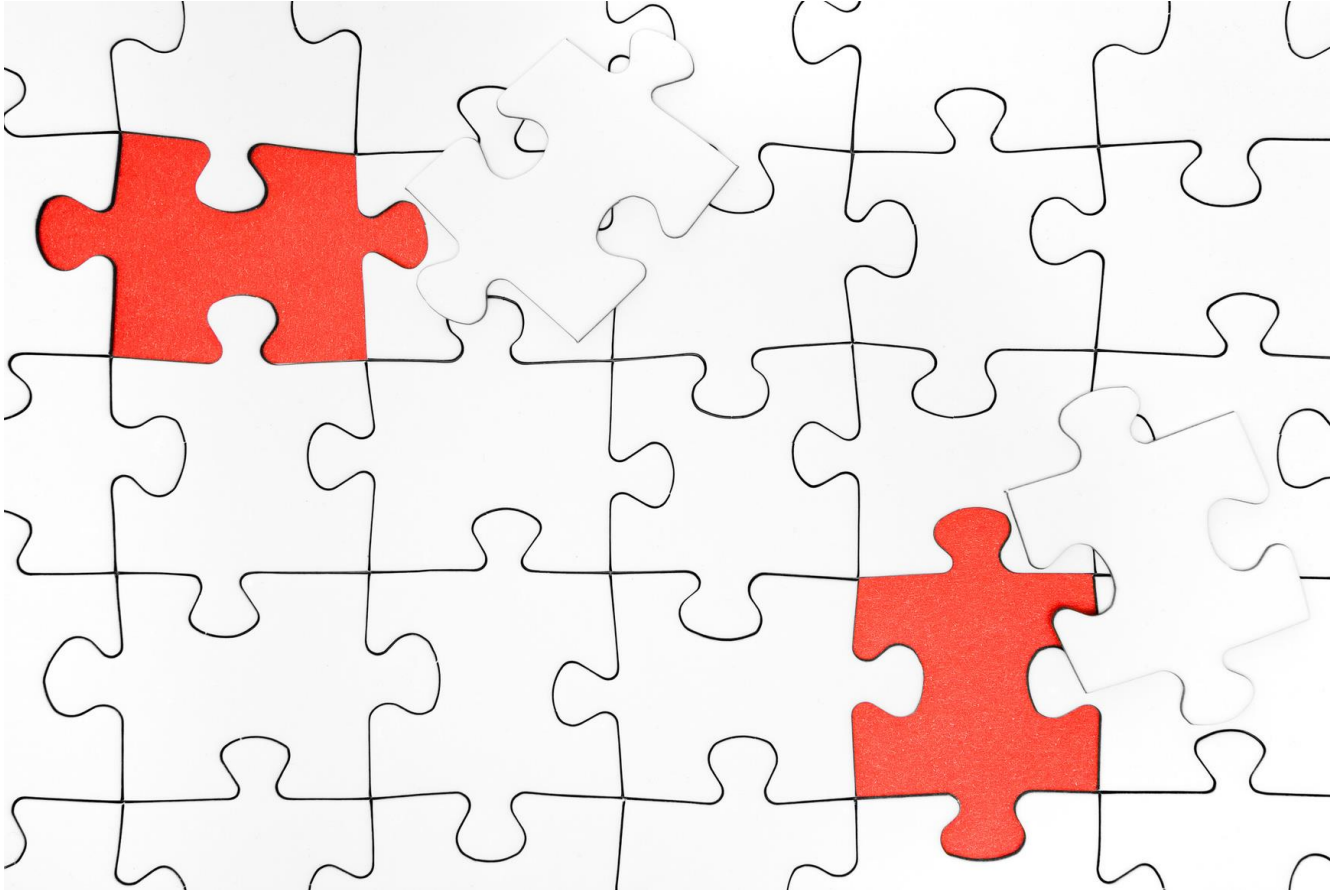


Learning and Change Curve is Improved



Champions of Change Innovation Agility





- Facilitated Sessions
- Coaching
- Project Managers
- Consulting
- Communication
- Storytelling
- Change Management Tools

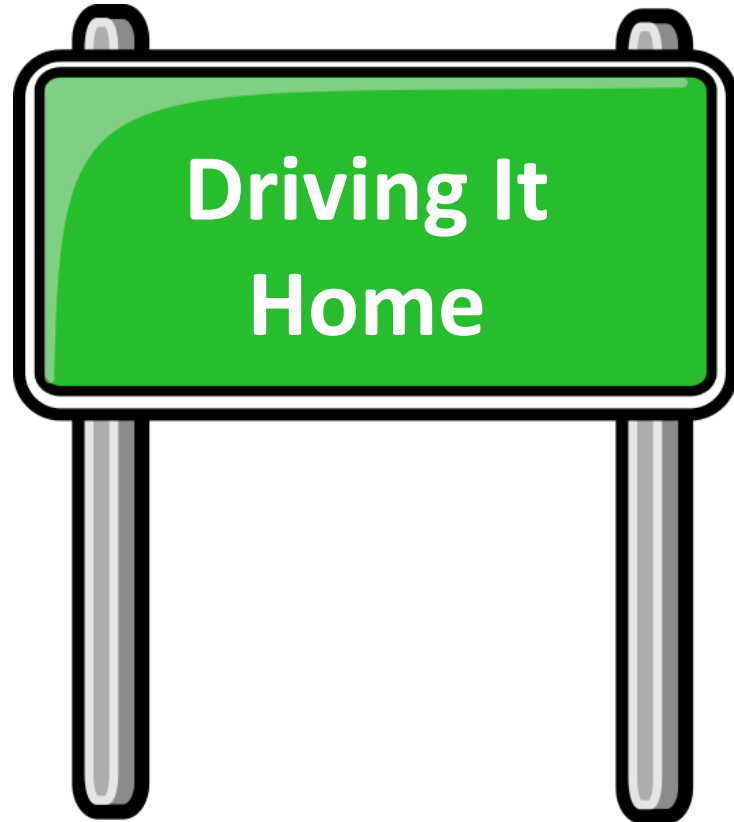
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“These organizations are strategically selecting and deploying learning experiences that prepare employees for the work of the future and enable them to track and validate the needed business outcomes.”

HR Times Deloitte 2018





"Next generation leaders, among other things, need to be seen as an "influence-makers", Champions of Change, as leaders who can get other leaders and employees to buy-in and shift their historical expectations for learning and training away from just traditional methods towards blended solutions that are aligned with the organizations priorities."

Deloitte 2017

It's time to shift gears and start **Driving Agility**



Laura Goodrich
Co-Founder GWT Next

