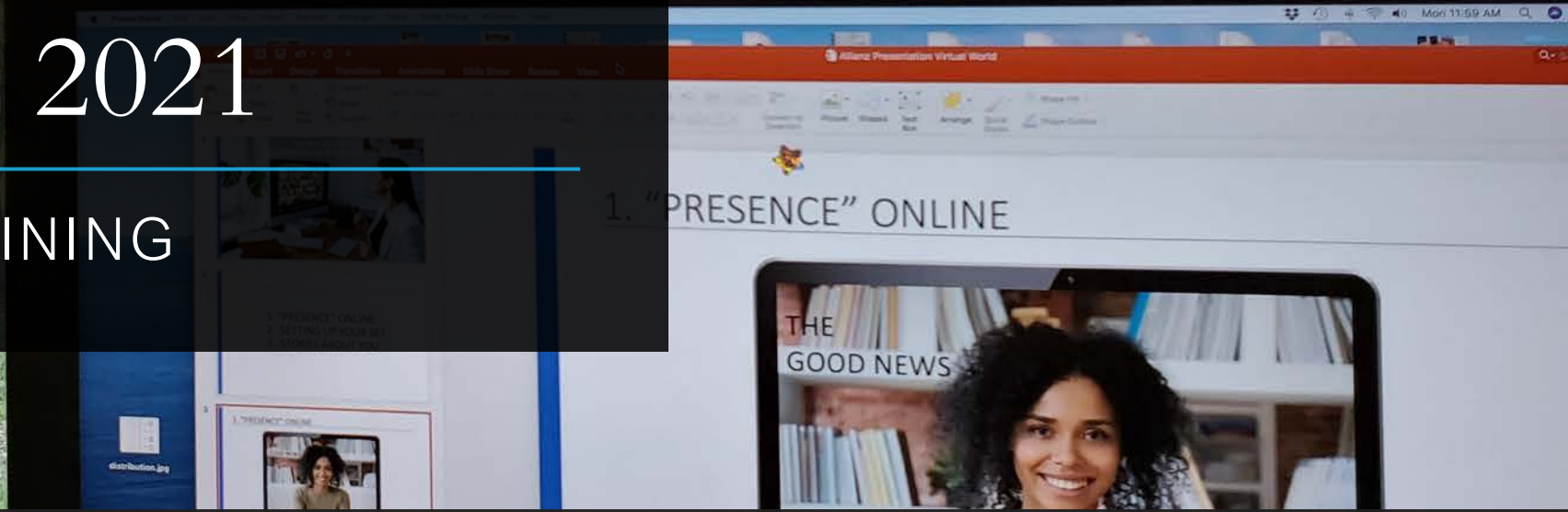




Re-emergence or Resurgence - 2021

TRENDS IN L&D TRAINING





Anybody
think we're
going back?



Two Key Trends
FRAGMENTATION
DEMOCRATIZATION



Fragmentation

Segments

Shorter Length

Group size

Flexibility

Pricing strategies

A close-up photograph of a mosaic wall. The wall is composed of irregularly shaped tiles in various colors, including deep blue, bright yellow, and off-white. A single, ripe red tomato is placed on the mosaic surface. The background shows lush green trees under a clear blue sky.

Fragmentation

Challenges &
Opportunities

Democratization

Hierarchy

Offerings

Technologies



Democratization

Challenges &
Opportunities



Onward!



Cynthia Burnham



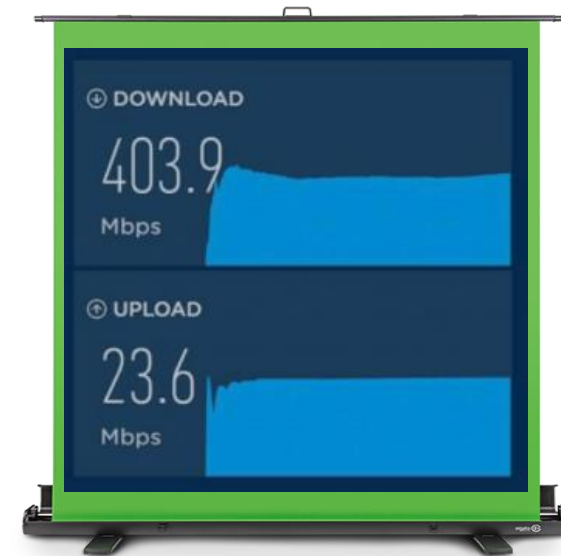
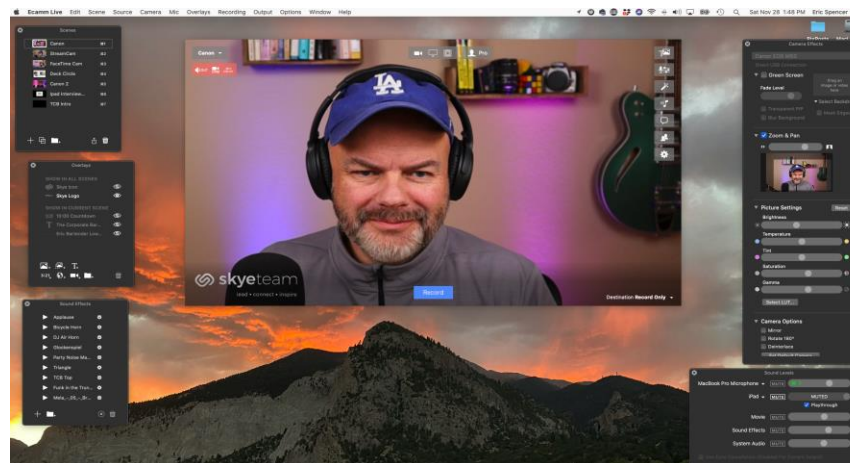
Re-Emergence or Resurgence

Tech Tips to Deal with the Curveballs of 2020!



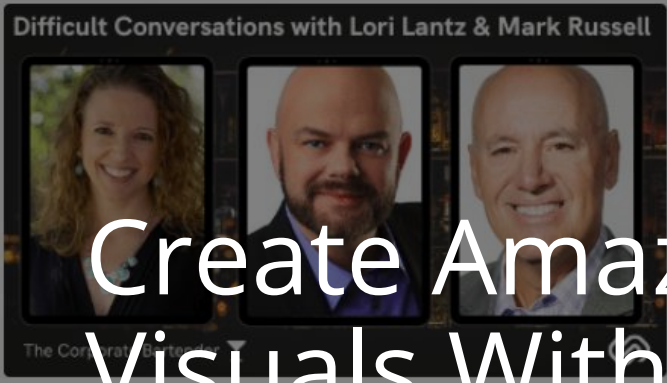
Production Matters

The Basics: Gear to Level Up Your Game





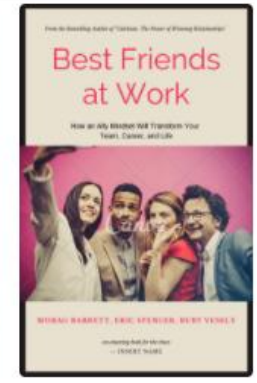
Visuals Matter



TCB Thumb Diff Convo



Copy of Sally People First Episode



BFAW



Copy of virtual teams



Your Inner Allies



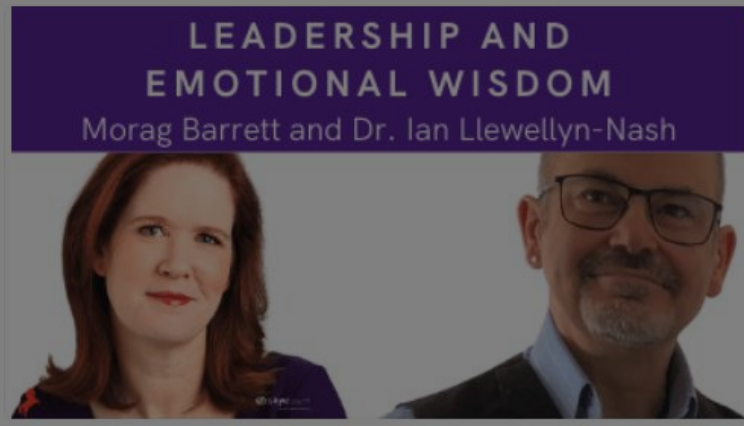
Simple Banner LinkedIn Post Header



Extra Credit Fiona Macaulay



Morag & Fiona Macaulay



Morag and Ian Llewellyn Nash



Preparing for 360 Feedback



TCB Thumb Ben



June 2020

Create Amazing Visuals Without Working That Hard: Canva.com



Interaction Matters

Enhanced Icebreakers, Breakout Activities & After-Session Artifacts: Mural.co

Icebreaker - Team Bookshelf

- 1 What is the ONE book you wished people would read and embody? Place it on the bookshelf
- 2 Why would we benefit from reading this book and implementing its wisdom? Create a sticky and place it next to the book.



- 1 **Team Bookshelf**
1. What is the ONE book you wished people would read and embody? Place it on the bookshelf.
- 2 **Top Three Priorities**
These are the "Top Three Priorities" we heard from each 17 Member. Your challenge is to...
- 3 **Goal Prioritization**
Prioritize your distilled goals onto this chart.
- 4 **DISC**
A reminder of our communication preferences and tendencies.
- 5 **Six Characteristics of...**
Rate the team on the Six Characteristics of HPT. A breakout activity will follow with...



Questions?



Please Connect with Me

Eric@SkyeTeam.com

www.linkedin.com/in/esspencer

<https://the-corporate-bartender.mn.co>





Building Employee Engagement

The Brain in Under Stress: What our Minds are Experiencing Now



MRG[®]

Keep Us Safe



Threat Sensitive



Older Parts of the Brain Control:

- Emotions
- Fight, Flight, Freeze Response
- Habits

Prefrontal Cortex (PFC) Controls:

- Higher reasoning/Abstract thought
- Working memory/focus
- Inhibition/willpower
- Planning/organizing
- Flexible decision making
- Empathy and moral conscience
- Patience and hope
- Metacognition: Insight and judgement

Amy F. T. Arnsten, Ph.D.
Yale Medical School

The Brain Under Stress

Older Brain

~~Prefrontal Cortex~~

What happens to the brain under stress

The brain is in a heightened, threat-sensitive state

The stress hormone Cortisol is released

Higher order brain functions are limited

The Hippocampus in restrained limiting perspective taking ability

Emotions intensify and emotional regulation diminishes

How Employees are Feeling



What Employees Need from Leaders



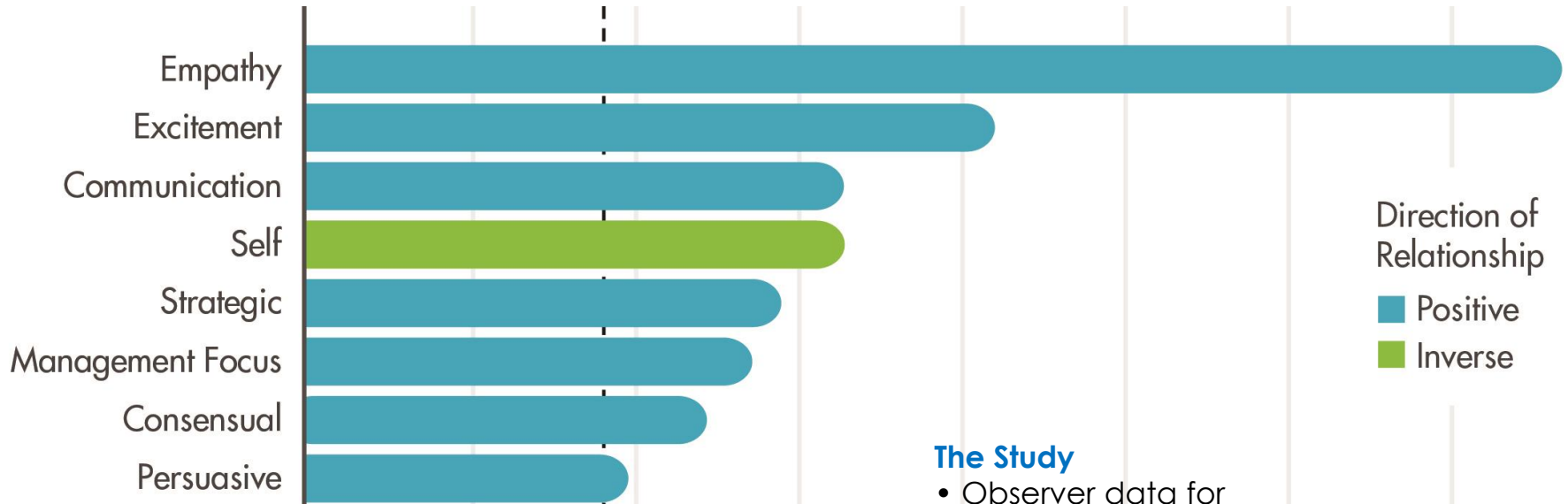


Leadership for Employee Engagement

The behavior profile of leaders
who effectively engage their
employees



Measuring What is Unique to Leaders Who Effectively Engage Employees



The Study

- Observer data for 15,366 participants
- 2014-2018
- 50+ countries
- 30+ industries
- Management level: all
- Job function: all
- Gender: 54% male, 31% female (15% not reported)

Leaders who are effective at engaging employees:

- *Demonstrate an active concern for others* and form supportive relationships (Empathy)
- *Are energetic and dynamic, and use their enthusiasm* to get others involved (Excitement)
- *Express ideas and expectations clearly*, and keep others informed (Communication)
- Think before acting and *analyze the impact of their decisions* on the others and the organization (Strategic)
- Are *less autonomous* in the way they think and act (Self)
- Are *comfortable being in charge*, and seek out opportunities to be influential and accomplish results through others (Management Focus)
- *Value others' opinions and insights*, and actively seek input from others (Consensual)

Questions & Comments

