



Learning Trends in the World of 2019

ATD ICE 2019 Recap Event

The Global War for Talent means we
need to create a Culture where
people want to work



“A learning culture is one that supports an open mindset, an independent quest for knowledge and shared learning directed towards the mission and goals of the organization. Only 1 in 10 companies have a learning culture.”

Research done by the CEB (Corporate Executive Board, London, England)



Tony Bingham – President and CEO of ATD

Tony believes that aligning talent development efforts to business strategy, while utilizing the power of social and mobile technology for learning, is a key differentiator in business today!

Oprah Winfrey Keynote



A few key takeaways from Oprah

- An Ah-Ha moment is when you remember the truth
- Do what you have to do until you can do what you want to do
- Make the next right decision
- Anytime you make a decision based on your ego, it will backfire
- Before you speak or train, always ask “Why am I really here?”

More wisdom from Oprah

- Using the power of intention changes everything
- Give people what they need to feel grounded in themselves. It doesn't mean you have to agree with them.
- Ask, "How can I be of service?"
- Everybody has an offering. We are all here to share our talents.

A green rectangular sign with rounded corners and a white border, mounted on two wooden posts. The sign features the text "Here & Now" in a large, white, sans-serif font. The background is a bright blue sky with scattered white clouds.

Here & Now

Charles Fred – ATD Board Chair 2019



The only thing
we can't
control is the
past

We need to
learn the
“pause” – it's
not a delay, it's
a discipline

Neville Prichard, UK



Skills needed for 2024:

- Job expertise
- Digital dexterity
- Neuro-agility
- Understanding others
- In-flow leadership
- Mindset

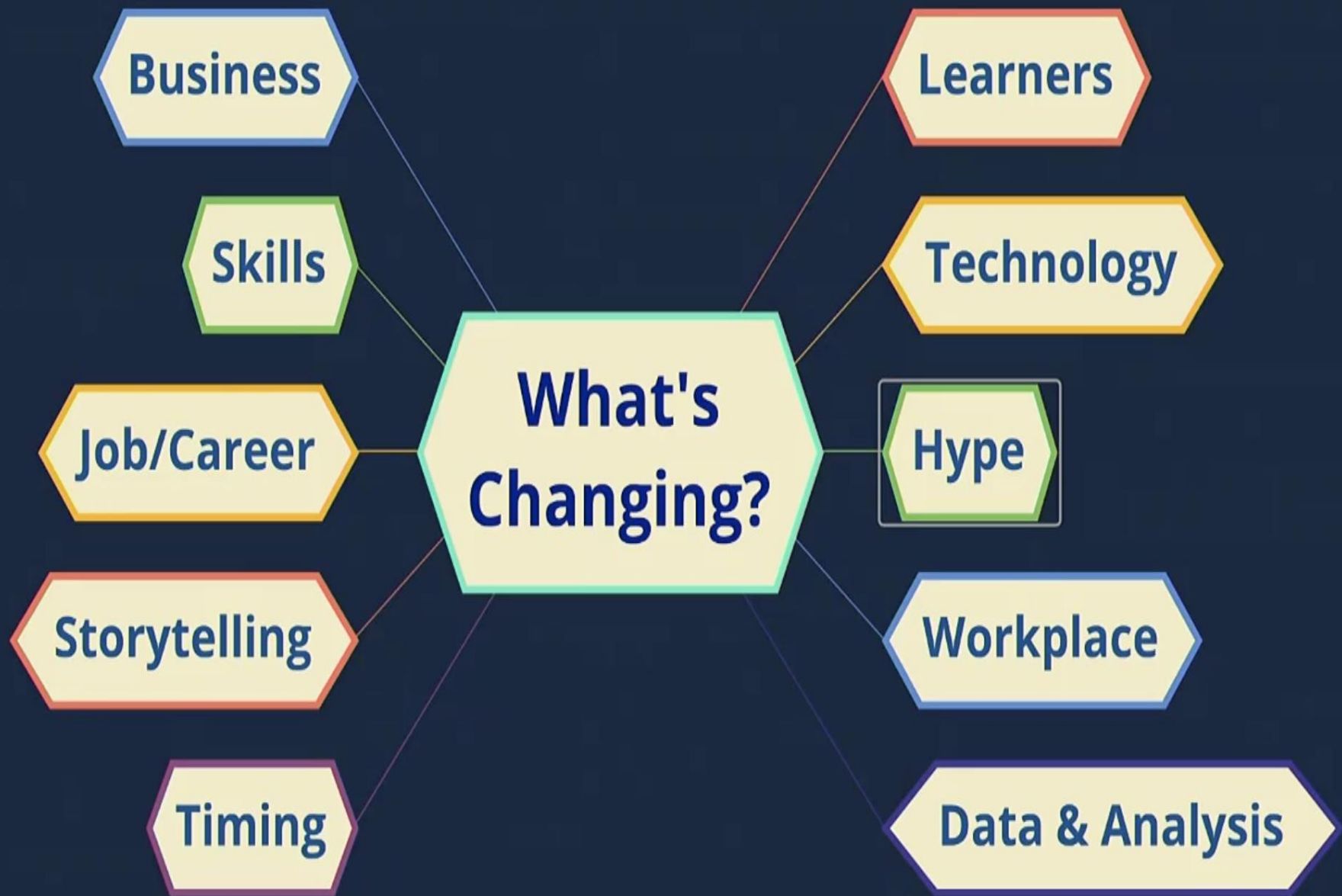
Help people prepare, make sense, curate and handle change

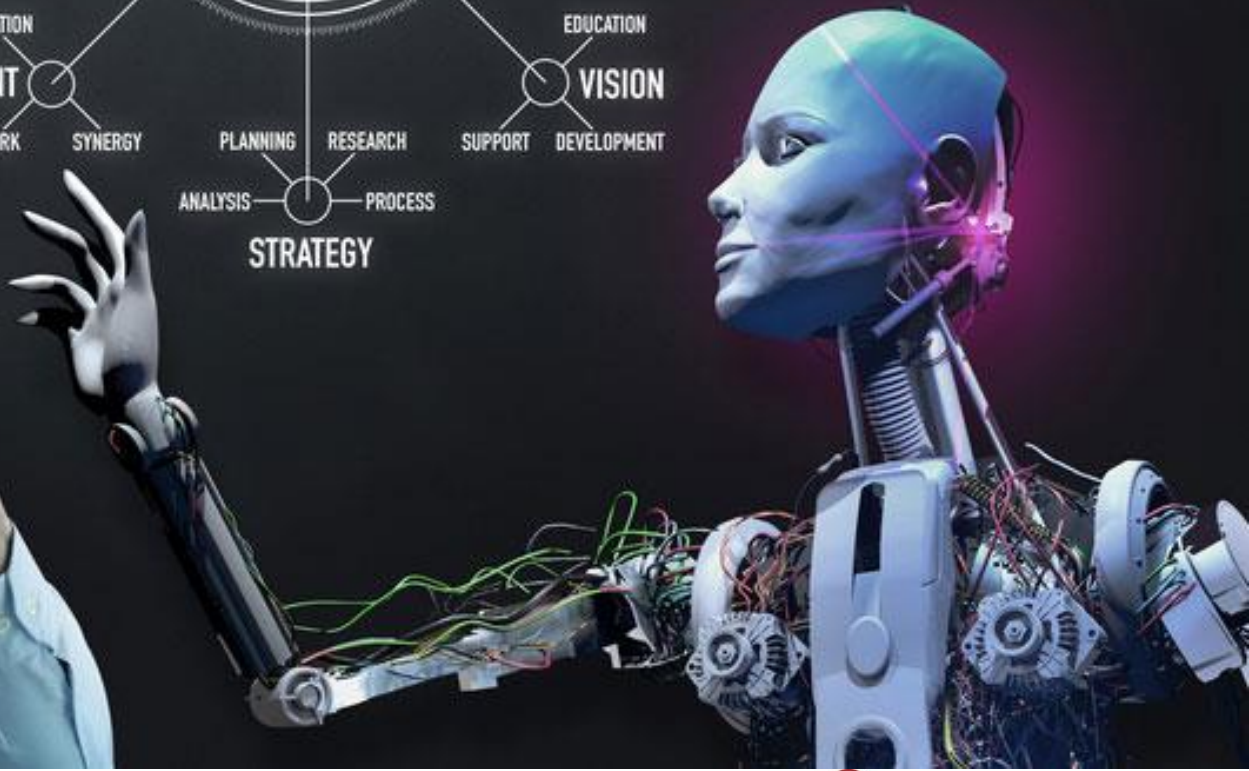
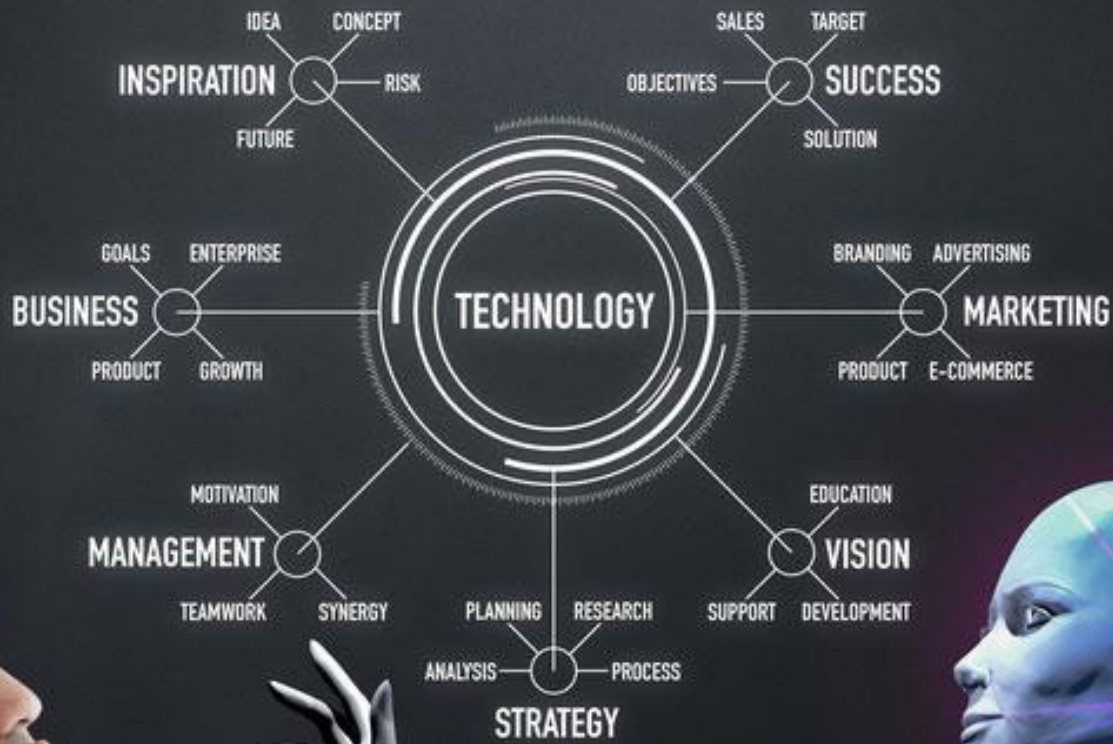


Be a sense-maker;
We are drowning in content



- Business is changing – need to understand how
- Our learners are changing – addicted to curiosity based knowledge
- TED talks are the greatest purveyor of learning
- In 2005 we said Second Life would take over meetings – didn't happen – but the truth is we meet differently
- Sometimes the person you need to support you doesn't sit next to you
- Business leaders want to know how to optimize results – they don't care about learning
- Key is AI + Learning – think about your role to shape this







88% of Senior Executives say designing organizations of the future is their top priority. (*Deloitte 2017*)



Andre Vermeulen, PhD – South Africa



Focus areas for us as learning professionals:

- Digital dexterity
- Neuro agility
- Technology is an accelerator
- Understanding ourselves and others
- Optimizing agile teams
- Collaboration



Critical Updates in the Brain Science of Learning

Delivered by *Dr. Britt Andreatta ATD ICE 2019*

Three-Phase Model of Learning™

Can technology enhance, hasten, or scale?



Supported by healthy and holistic culture of learning.

Virtual Reality

PEOPLE

Emotional
Readiness



Customer service
De-escalation
Emotional readiness
Inclusion / diversity

PROCESS

Task
Familiarity



Physical equipment
Workflows
Operation steps
Safety

PLACES

Geospatial
Mastery



Orient to place / space
Muscle memory activation
Digital twins
Danger / scarcity

PRODUCTS

Narrative
Comprehension



Onboarding
Culture and values
Data visualization
Transformation

Strategies



Design learning to create the right type of memory

Create cohesive story of bite-size experiences

Use schemas, connections, and retrievals

Dial up demonstration and practice (repetitions)

Make it safe to try and fail

Use tech to enhance/accelerate process (leverage power of VR)

Diversity & Inclusion



When Passion is not Enough

delivered by Dr. Leeno Karumanchery at ATD ICE

- Current diversity best practices have mixed results
- There is emotional intelligence and there is diversity intelligence
- Unconscious bias training doesn't change behavior – it's safe, because we all have them!
- Civility and Empathy are important traits for inclusivity

Dr. Maureen Orey -



How do you design to include everyone in your training?

- Race
- Gender
- Language
- Thought
- Disability: visual, auditory, cognitive, physical access

Seth Godin - Keynote



- The rate of change this year is the lowest we will ever see
- Development is different than training; it is helping people see
- Are you making art or copies? If you can write it down – you can get it cheaper.
- Low price is the last mecca for marketers who have run out of ideas.
- What is missing is conversation; instigate conversation and get people to talk together

The Resilient Brain and How to Enhance it

Delivered by: *Dan Radecki, PhD, MA ATD ICE*



- We have to focus on psychological safety because today's stresses are internally generated.
- Social motivating drivers of behavior:
 - Security
 - Autonomy
 - Fairness
 - Esteem
 - Trust
 - Your preferences

Help Leaders help themselves

delivered by: Dr. Ben Betts, ATD ICE

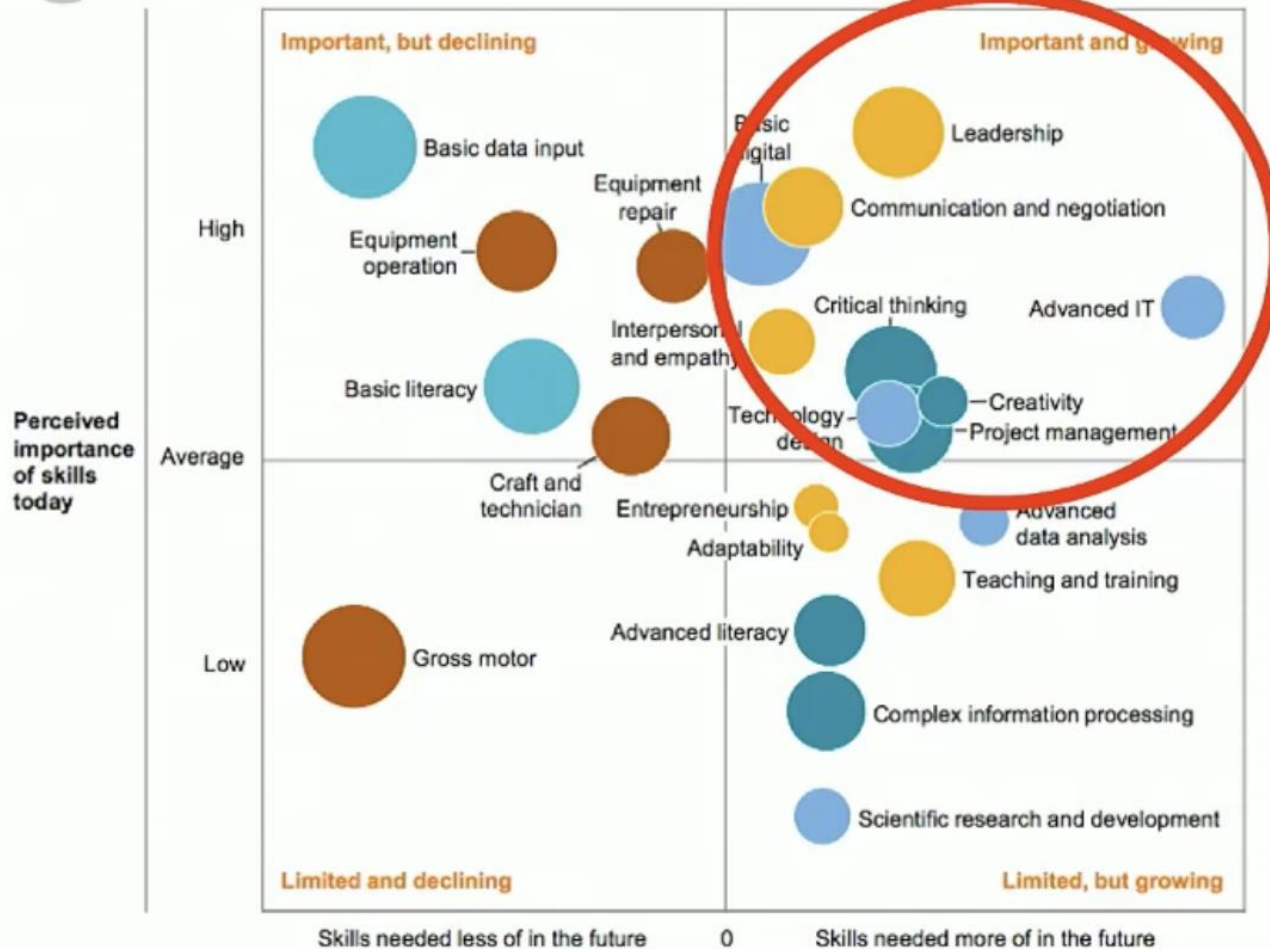
Based on McKinsey Global Institute workforce skills executive survey, March 2018

Bubble size =
Hours worked in 2016, billion



Skills

- Physical and manual
- Basic cognitive
- Higher cognitive
- Social and emotional
- Technological



Facilitate with Impact!

Delivered by Sardek Love, ATD ICE

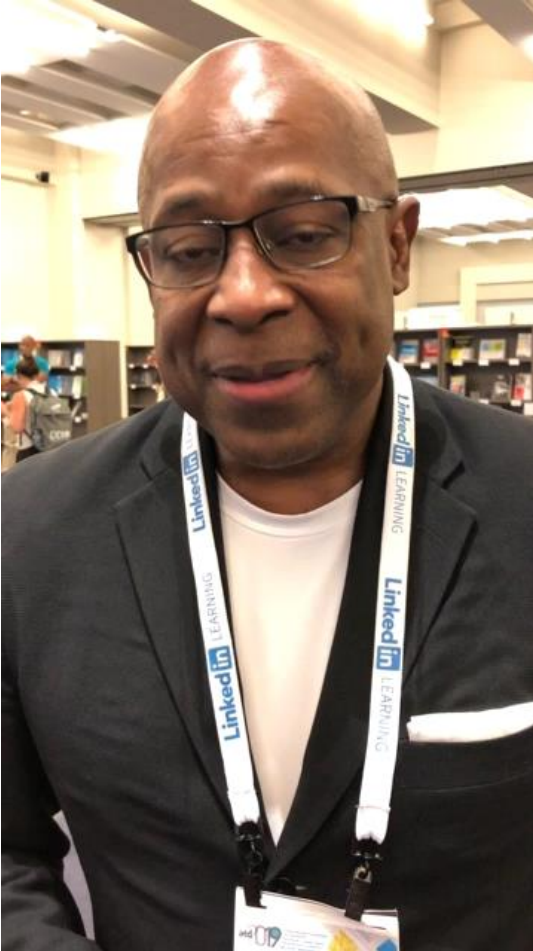
- Most training focuses on content – we need to set the context.
- What are you doing to set context for your content?
- Are you creating a safe space to ask a question?
- Facilitate – Review – Identify the success factors – Link to the real world – Create an action plan.

Learners create the Content



Trainers create the Context

Dr. Jim Smith, Jr.



- Not about training, about transformation
- Not about results, about innovation and creativity
- Bring an entrepreneurial mindset to talent development, whether you are internal or external to the organization

Eric Whitacre and a Virtual Global Choir
were the final keynote to inspire us



“Technology tells us who we want to be - Art tells us who we are.”



Eric Whitacre

Resources

What spice will you add to your training to increase your effectiveness?





Thank you!

Now you have some new thoughts
from ATD ICE 2019!