



LEARNING TRENDS FOR 2022

The Future of Learning in a Continuously Evolving World

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Together,
we make
transformation
happen

INTRODUCTION



MATT DONOVAN

CHIEF LEARNING AND INNOVATION OFFICER



 Your **trusted** workforce transformation partner



TREND 1

Enabling the hybrid workforce

TREND 2

Evolution of learning in the flow of work

TREND 3

Focus on upskilling for learning and development

TREND 4

Expanded application of immersive realities and play with purpose

TREND 5

Designing for inclusion as a competitive advantage

TREND 6

Rise of the boundaryless academy

TREND 7

Sustainable integration of innovation as a capability

AGENDA

TRANSFORM WITH US

**“FAILURE CAN BECOME OUR MOST
POWERFUL PATH TO LEARNING IF
WE’RE WILLING TO CHOOSE COURAGE
OVER COMFORT.”**

— Brené Brown



A close-up photograph of two hands, one from a person in a dark suit and one from a person in a light-colored shirt, forming a heart shape with their index and thumb fingers. The background is a soft-focus sunset with warm orange and yellow light filtering through trees.

A NEW YEAR

2022 is about intentionality.

A focus on enabling the hybrid workforce, and those who support them.

**HOW ARE WE GOING
TO GET THERE?**

ENABLING THE HYBRID WORKFORCE

- Responding to the transformation from virtual and local to hybrid.



FINER POINTS

A woman with dark hair tied back, wearing a white t-shirt, is sitting at a desk. She is smiling broadly while holding a mobile phone to her ear with her left hand. Her right hand is resting on the desk near a laptop. A desk lamp is visible on the left side of the desk. The background is a bright, slightly blurred office environment.

- Embed intentionality in the strategy
- Establish equity in the experience
- Grow leadership mindsets
- Design for when, where, and how we are working

EVOLUTION OF LEARNING IN THE FLOW OF WORK

- • • • We begin with the moments of need and build a rich ecosystem of resources, putting learning within everyone's reach.



TREND 2

FINER POINTS



- Increase utilization of workflow data
- Manage “collaboration overload”
- Personalize through data
- Enable the entire workforce

FOCUS ON UPSKILLING FOR LEARNING AND DEVELOPMENT

- Data analytics. Commercial acumen. Business acumen: These are some of the areas learning professionals need to explore further.



TREND 3

FINER POINTS

Retool and/or upskill your learning team:

- Data analytics and measurement
- Learning technology and cloud-based platforms
- Commercial acumen
- Business acumen
- Marketing and communication skills



EXPANDED APPLICATION OF IMMERSIVE REALITIES AND PLAY WITH PURPOSE

- • • • The technology has evolved. Now it's time to evolve the design by increasing XR's reach and value.

A man with short dark hair, wearing a white VR headset, is shown in profile from the chest up. He is looking upwards and to the right. The background is a bright, out-of-focus indoor setting. A white rectangular box is overlaid on the bottom right of the image, containing the text 'TREND 4'.

TREND 4

FINER POINTS



- Extend technical applications beyond learning
- Integrate XR experiences with features of play
- Include storytelling principles and practices
- Leverage XR for team development

DESIGNING FOR INCLUSION AS A COMPETITIVE ADVANTAGE

- Engaging the entire talent pool at the point of learning and performance.



TREND 5

FINER POINTS

- Embed design with core elements of diversity and inclusion
- Crowdsourcing capabilities across the entire employee base
- Increase connections through micro coaching and mentoring
- Shift the way we provide access to learning opportunities (time and timing)



RISE OF THE BOUNDARYLESS ACADEMY

- Grow the mindsets and capabilities that enable a workforce to change and evolve.

TREND 6



FINER POINTS

A modern office interior with large glass windows. In the center, a group of people is seated around a long table, engaged in a meeting. A person is walking in the foreground, slightly out of focus. The room is brightly lit, and there are framed charts on the wall.

- Consider academies that reach across traditional boundaries
- Incorporate accreditation with institutions
- Design for credentialing with industry organizations

SUSTAINABLE INTEGRATION OF INNOVATION AS A CAPABILITY

- • • • We must ensure that innovation is continuous and sustainable and that forward movement is strategic and systematic.



TREND 7

FINER POINTS

- Challenge assumptions
- Integrate a scientific, repeatable processes
- Adopt new strategies and technologies with deliberation and care

FACING THE FUTURE

EMBRACE

Embrace an agile mindset to drive faster, better results for the business.



EMPOWER

Empower learners to earn transferable credentials for workforce training programs.



EXTEND

Extend education and training beyond the traditional organization boundaries.



REFLECTIONS

A hand is shown interacting with a futuristic, glowing digital interface. The interface displays various data visualizations, including a bar chart with an upward arrow, a circular gauge showing 50%, another gauge showing 75%, and a central circular graphic with a brain-like pattern. The background is dark with horizontal light streaks, suggesting a high-tech or futuristic environment.

“Our imagination is the only limit to what we can hope to have in the future.”

— Charles F. Kettering

CONTACT US

MATT DONOVAN
CHIEF LEARNING AND INNOVATION OFFICER

LinkedIn: [linkedin.com/in/matthewseandonovan](https://www.linkedin.com/in/matthewseandonovan)

Twitter: [@hazmattdonovan](https://twitter.com/hazmattdonovan)

Q&A
THANK YOU

