

Driving Development From Day 1

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Where are you watching from?
What are you hoping to learn today?





Why Development Matters from Day 1

Employees who experience strong onboarding and early development are **58% more likely** to stay with a company for three years or more.



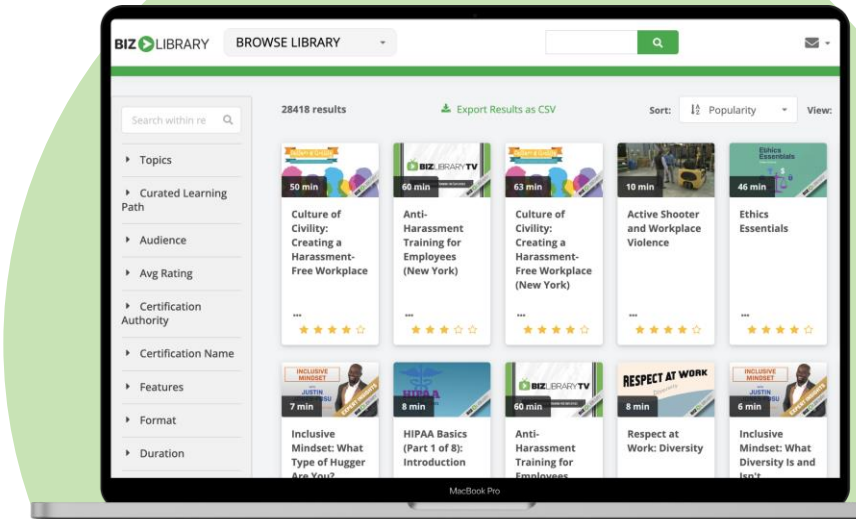
What percentage of their time do
you think employees have to devote
to their training and development?

Let us know in the chat what you think!

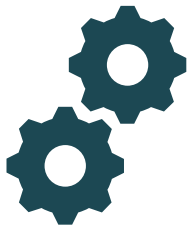
1%

The Importance of Personalized Learning

94% of employees say they would stay at a company longer if there was an investment in their learning and development.



Gathering Feedback and Understanding Employee Needs



What are their
learning
preferences?



How do they
learn best?



What are
their career
aspirations?



Are there any
skill gaps?



What are their
short-term and
long-term goals?

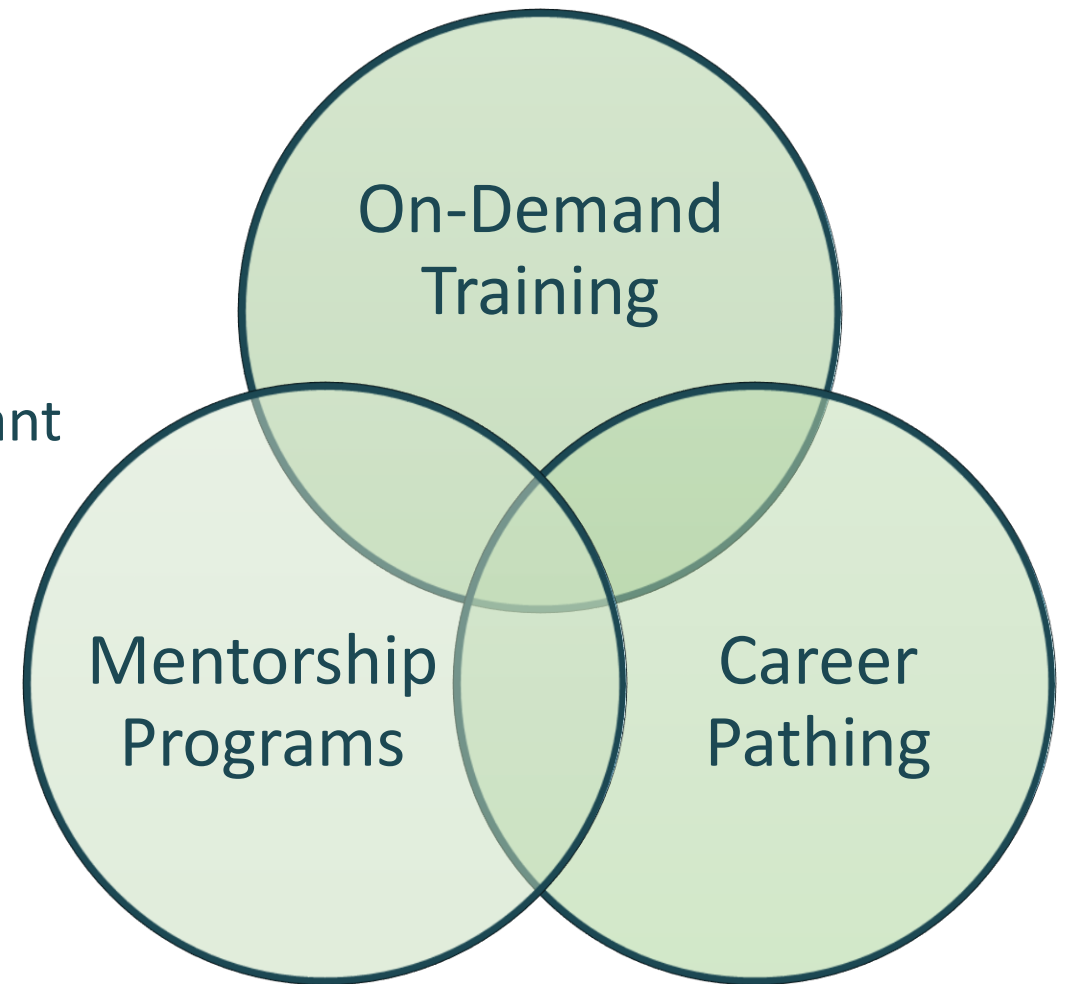
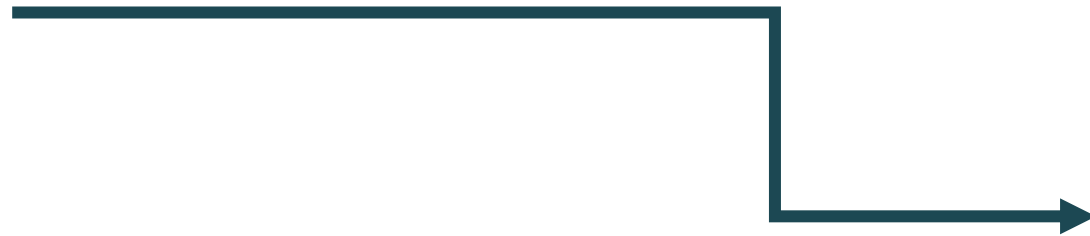
Onboarding as Development Opportunity

- **30-60-90-day plans**
- Customized learning plans
- Discuss development opportunities and potential areas of growth
- Align development initiatives with the employee's overall professional AND personal goals
- Ensure the learning plan also lines up with organizational goals



Continuous Learning from the Start

Keep learning initiatives engaging and relevant



Motivating Teams through Learning Initiatives

MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their *own* development.

OVERWHELMED...

Number of times online every day
early days of the Internet **5** today **27**
41% of time workers spend on things that offer little personal satisfaction and do not help them get work done.

DISTRACTED...

Most learners won't watch videos longer than **4 minutes**
People unlock their smartphones up to **9 times** every hour
Knowledge workers are constantly distracted with millions of websites, apps, and video clips.

IMPATIENT...

Online, designers now have between **5 and 10 seconds** to grab someone's attention before they click away
2/3 of knowledge workers actually complain that they don't have time to do their jobs
5 minutes—ironically, often by work applications and collaboration tools
Workers now get interrupted as frequently as every **5 minutes**

1%
of a typical workweek
is all that employees
have to focus on
training and
development

Sources:
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"The Knowledge Worker's Day" Reuters
"Make Time for the Work that Matters" Harvard Business Review
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"Infobesity Causes Distraction and Stress at Work" iit Magazine
"IT Training Gets an Extreme Makeover" Computerworld
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"Ambivalence Is Not a Strategy" FlexStrategy Group
"The Rise of the Extended Workweek" Accenture
"Engaging Disengaged Learners" Research Mutual
"Just-in-time Information Through Mobile Connections" Pew Research

Bersin
by Deloitte.

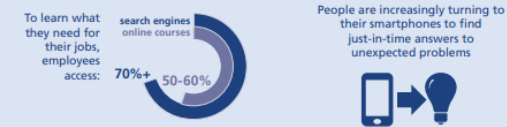
UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.



ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:



COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.



EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.






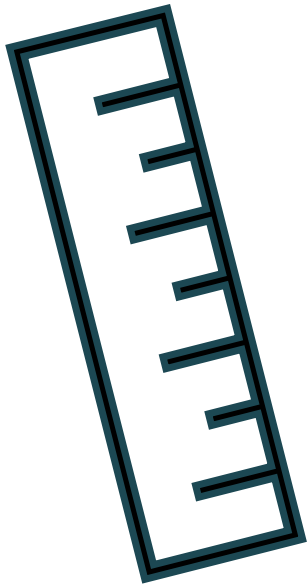


It's all about **BALANCE**

Measuring Success



Early feedback can offer critical insights to help improve processes for the future



- Employee Retention Rates
- Engagement Scores
- Skills Assessments



Let's talk through some examples...



Reflection

How can you implement
personalized learning
initiatives from day one in your
organization?





Thank you!

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