



# Learning strategies in a digital age

Dr Martin Stawowiak

# What is it about?



# It's a big mess!



**84 % of HR managers consider that employees do not identify with the values and objectives of the company**



**By 2050 nearly 50 percent of the German companies will have to deal with a skills shortage**



**85% of employees believe mobile technology helps being more efficient, yet 76% see a negative impact on their private live**



**“Smart working” generates an increase of 20% in productivity**



**Millennials expected to have between 15 – 20 jobs in the working life**



**Up to 40% of the current workforce will retire within 5 years**



# The learning challenge

Does learning meet the needs and expectations of your diverse workforce?

How do you accelerate onboarding and time to productivity?

How do you deliver learning at the exact point of need?

Are you seeing the value of your learning investment?

How do you drive engagement and increase retention?





# The modern learner

**IMPATIENT**

**DISTRACTED**

**OVERWHELMED**

**EMPOWERED**

**COLLABORATIVE**

**Source(s):**

**1. Meet the Modern Learner (Infographic), Bersin by Deloitte / Todd Tauber and Dani Johnson, November 2014**



social



game



mobile

# Do you know your hidden talents?



- Find your own experts
- Reduce content costs
- Increase employee engagement
- Use user generated content
- Develop coaching & mentoring

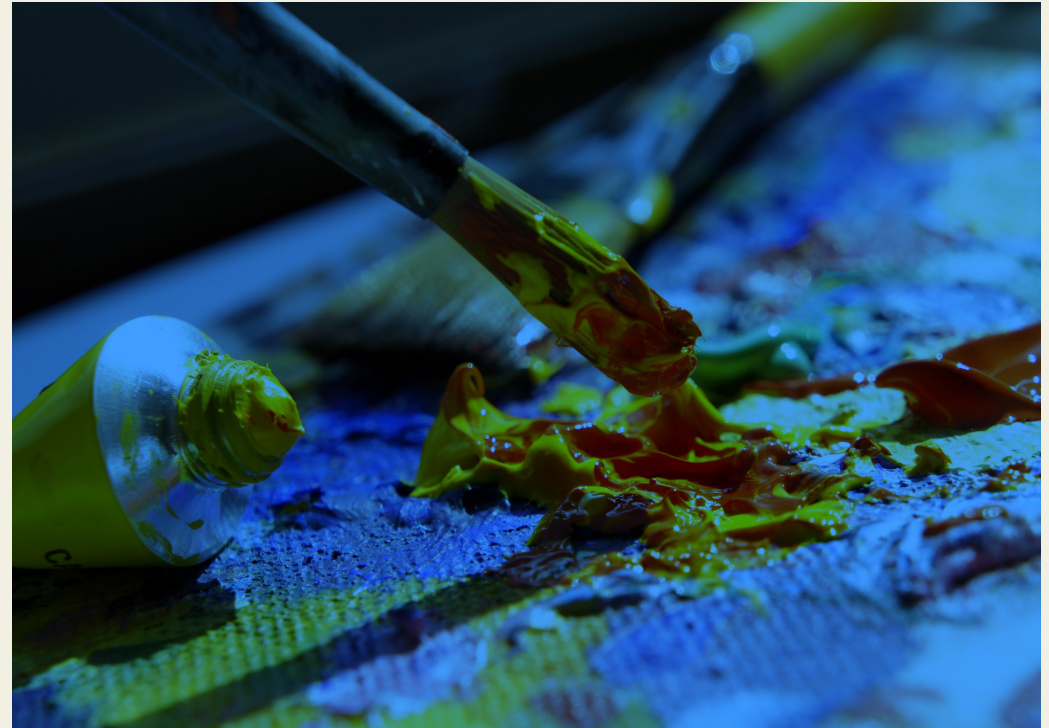


credit attribution: **paul prescott / Shutterstock.com**



# Trust your teams!

- Give time to learn and time to try!
- Accept wandering: it's not procrastinating!
- Find the best solution that suits your company culture – and not only for white collars!
- Recognise and acknowledge your employees' skills, formally and informally





# Business benefits



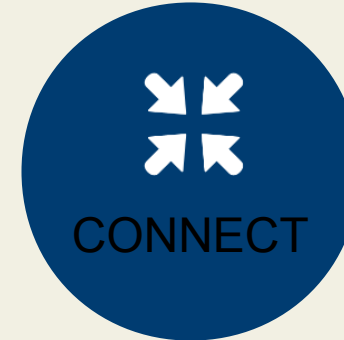
Enable talent mobility & create leaders at all levels.



Build a culture of passion and purpose.



Maintain flexibility to drive innovation & competitive edge.



Connect the distributed workforce.



Make learning work for the new and future workforce.



# What about evaluations?





# Talent review is part of the training!

- Employees who receive strength-based feedback were 12.5% more productive (Gallup)
- Proper evaluation of talent development helps ensure the training is a success (Kirkpatrick model)
- A unified and comprehensive view of employee skills helps prepare for long-term workforce and succession planning



# Real-life observation

Observe, record, and assess skills in the field to determine employee competency



# New job descriptions...



social



game



mobile



# Change is underway



# A radical move



From bored delegate...

... to active and collaborative learner!



social



game



mobile



# Don't react, Anticipate!

- Don't get lost when you dig into your figures
- Analyse your activities, define your own metrics
- Prove your ROI and get more budget
- Harness the power of predictive analytics



# We can help

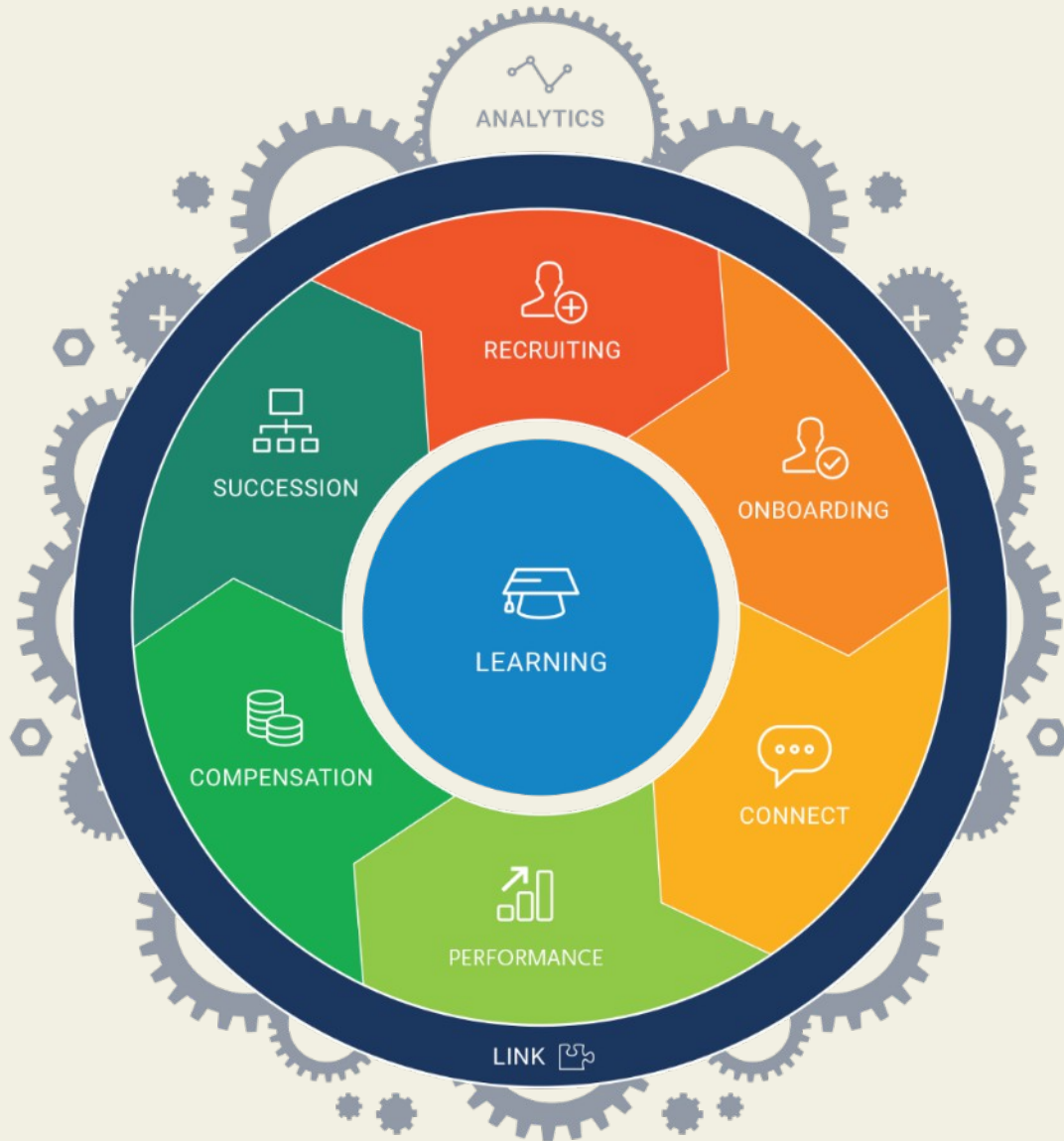




# Talent development is at the heart of HR



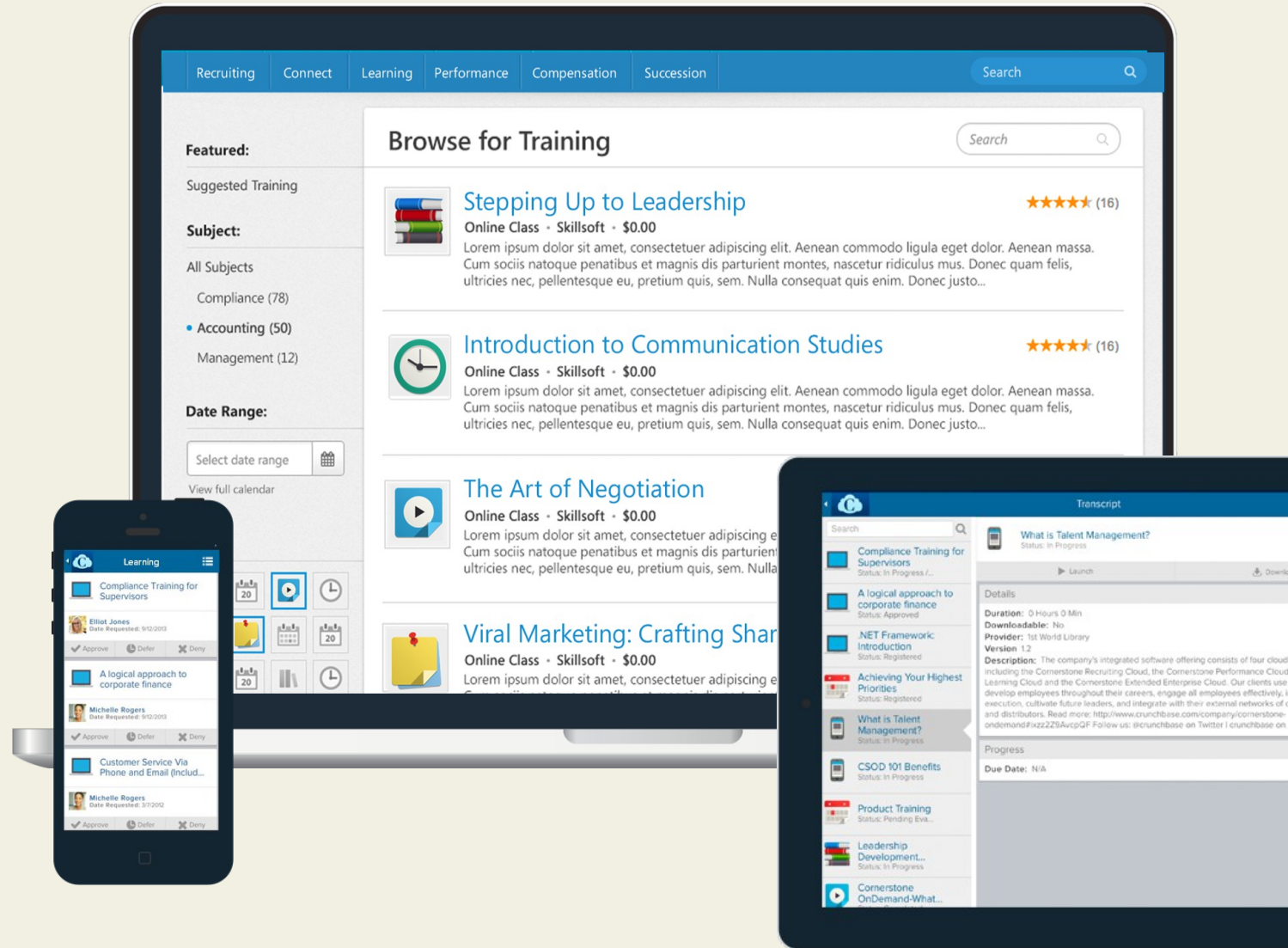
Recruit, train  
and manage  
your  
employees



# Cornerstone Learning



**Deliver targeted learning and development**  
Social learning  
Competency & skills development  
Compliance and certifications  
Mobile training



# Cornerstone Insight



## Predictive learning

Reduce risk for regulatory fines

Help prevent employee downtime

Uncover non-compliance predictive factors

Get policy change recommendations to increase compliance

Understand the factors that drive compliance



# Global Leaders in SaaS Talent



20.5 MILLION USERS



2300+ CLIENTS



191 COUNTRIES



42 LANGUAGES



social



game



mobile





THANK YOU!

Organizator



Patron merytoryczny



Partnerzy Konferencji



Partner technologiczny



Patroni medialni



Serwis Prawa Pracy i Ubezpieczeń Społecznych

