



VII EDYCJA E-LEARNING FUSION
DIGITAL LEARNING & training market
CONFERENCE & EXHIBITION 2023

NEW

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WARSZAWA

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Zaprezentuję temat:

**Unleashing the Power of Learning
Revolutionizing Education with
Learning Experience Platforms**

Organizator:



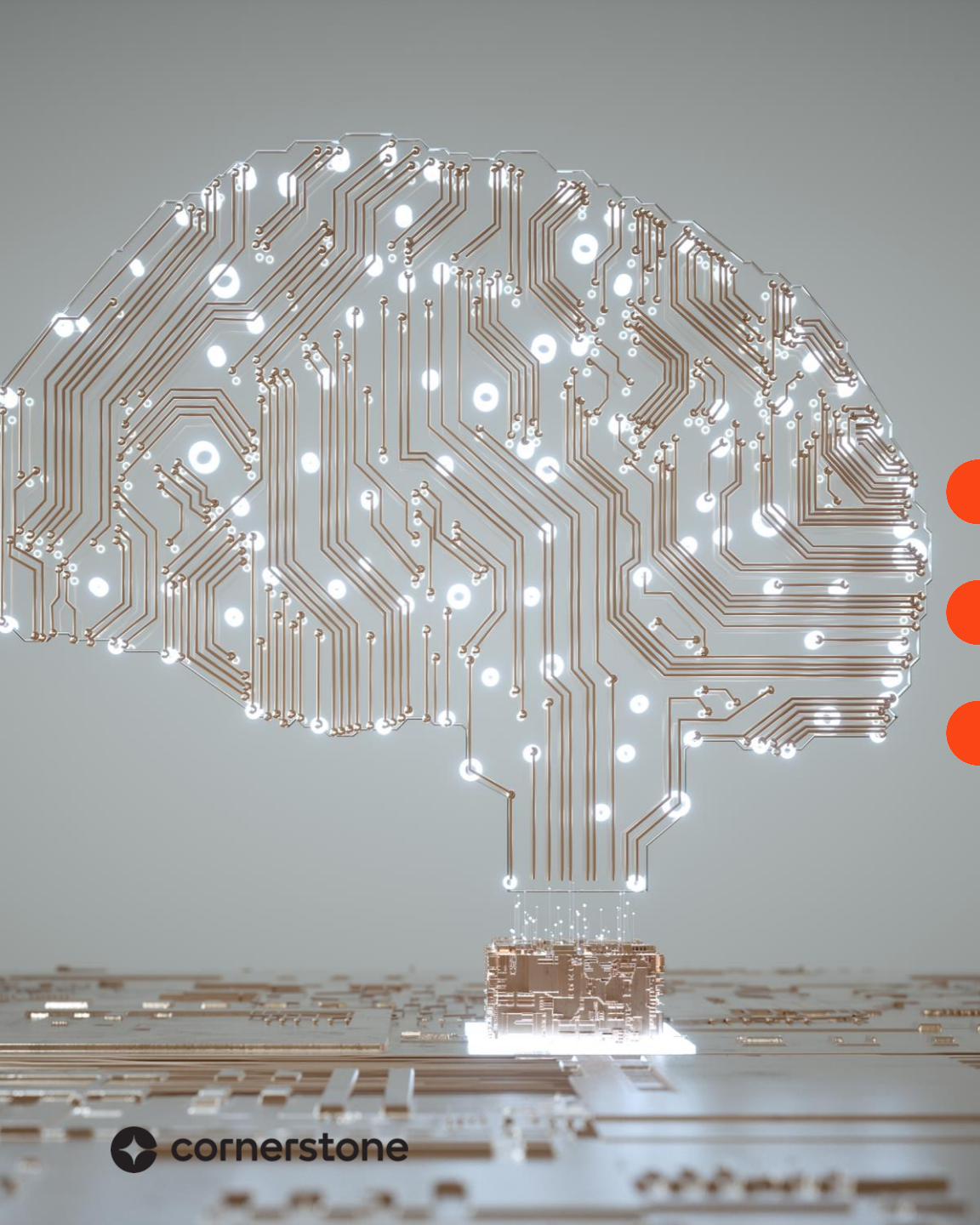
Unleashing the Power of Learning

Revolutionizing Education with Learning Experience Platforms

Michał Strzelec

Cornerstone OnDemand





Our flow for today

AGENDA

- Skills or Skills Confidence or Skills Confidence Gap?
- „Learning Maturity”
- LMS - ? Do we need it ?
- LXP - ? Wait...we have LMS....
- Future!? Futrure is now!
- Summary

Skills
S kill s
S kills
Skill S



“

In today's world of work, jobs are changing so quickly that the old-fashioned idea of building a competency model and formal job description is not keeping up.

Josh Bersin
CEO & Founder, Bersin Academy



An agile, skills-based approach is the answer



85%

of business executives say that organizations should create more agile ways of organizing work to swiftly adapt to market changes.



77%

of business executives say flexibly moving skills to work is critical to navigating future disruptions.

A Holistic Look Beyond Skills

How I do my work

- Knowledge
- Competencies
- Skills
- Abilities
- Responsibilities



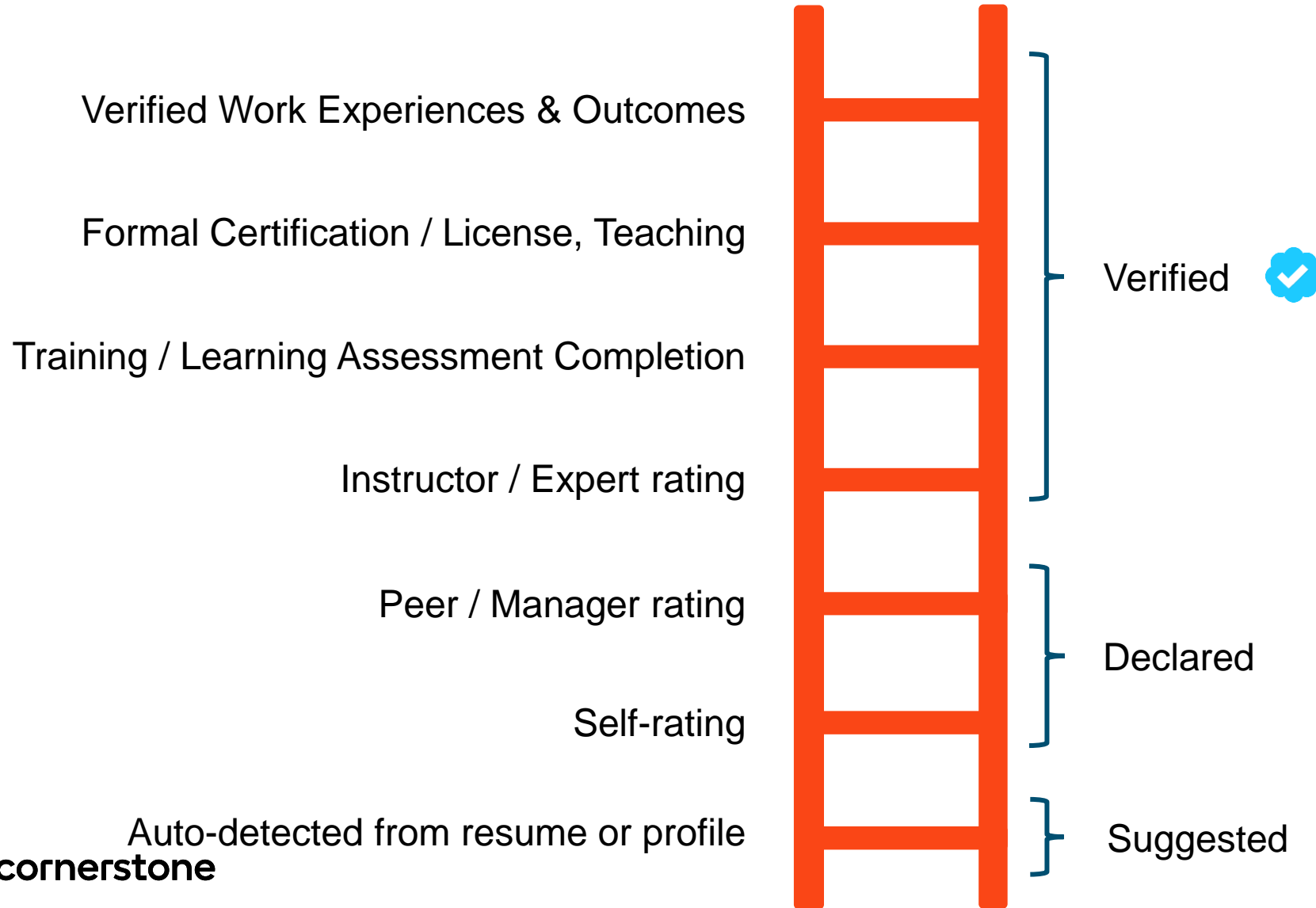
What makes me tick

- Values
- Personality
- Behaviors
- Attitudes
- Interests

How I work with others

- Relationships
- Networks
- Teams
- Experiences

Verify Skills with the Confidence Ladder



Skills Confidence Gap



I have felt personally supported by my company and its policies as we respond to the pandemic

Our organization was effective in responding to the pandemic

Employers		Employees	
2020	2022	2020	2022
90%	↓ 85%	77%	↓↓ 65%
93%	↓ 87%	83%	↓ 76%

Can you attract and retain people with the right skills?



Top risks in 2023 and 2033

Ability to attract and retain top talent and succession challenges

(Source North Carolina State University and Protiviti, 2023)



2.5 to 5 years

The half-life of skills, in general; technical skills have shortest duration

(Source: IMB Institute for Business Value)



74 percent

Employees willing to leave current job due to a lack of skill building and career mobility

(Source: Workplace Intelligence, 2022)



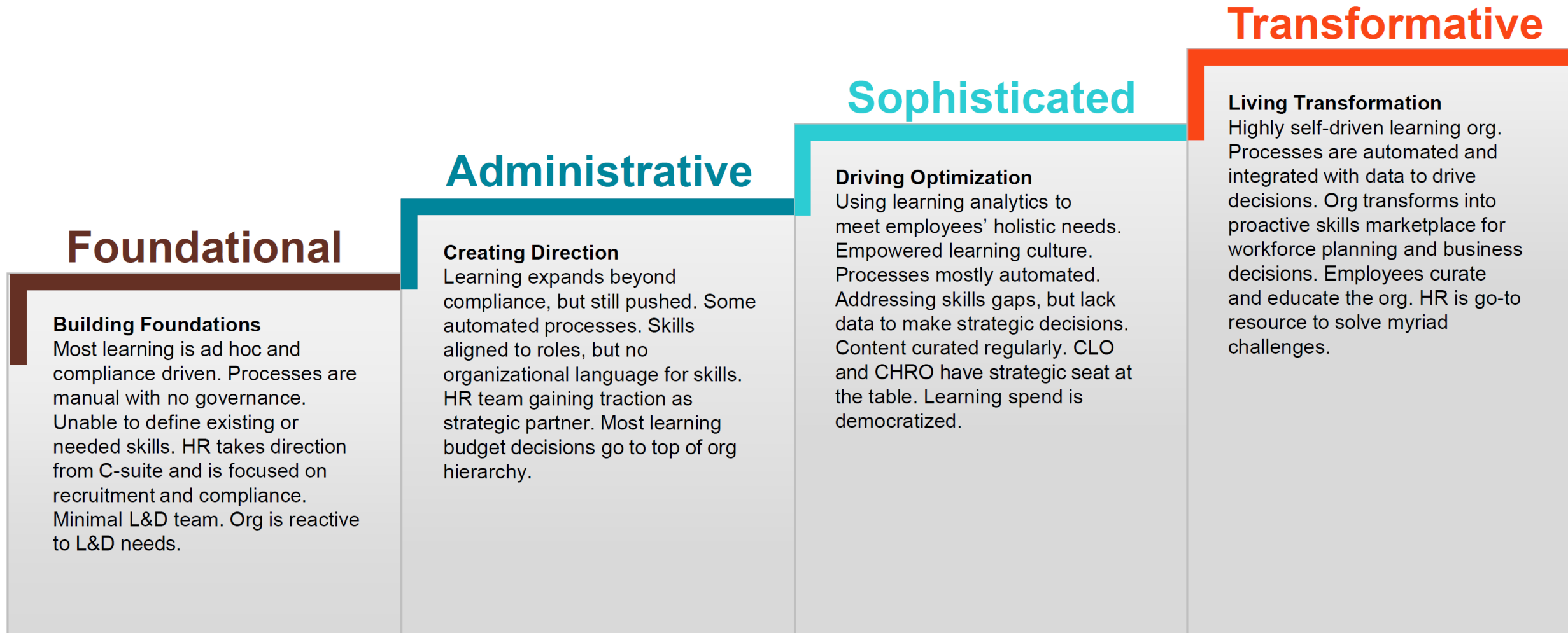
1.5-2 times annual salary

Total cost of losing and replacing an employee

(Sources: Gallup, Josh Bersin)

Learning Maturity

The Cornerstone Learning & Talent Maturity Model



LMS

LMS

- Learning Management System
- Management – means central focus and top-down approach
- Admin and user(s) are „balanced”
- User is part of a group, always as individual but his / her needs are supported while usually being part of a group
- Push vs. Pull
- If you think of it as of dance



LXP

LXP

- Learning Experience Platform
- Experience – means how do you find it?
- Admin still exist but its user who defines his/her path
- Social
- Collaborative
- User is central and system acts around him „Learner-centered”
- Pull vs. Push (push still possible)
- If you think of it as of dance.....



A next generation experience platform

AGGREGATE | CURATE | CREATE | TARGET | GUIDE

Personalized

TACIT KNOWLEDGE

INTERNAL

PREMIUM

FREE / OPEN

FORMAL LEARNING

POWERED BY MACHINE LEARNING & ARTIFICIAL INTELLIGENCE

Drive outcomes with data



Cost reduction

with optimized content spend and user generated content



Faster onboarding

and time to productivity



More efficient

upskilling of employees



Increased ability to attract and retain

top talent

An EdCast by Cornerstone study of LXP usage data over a five-year period showed a

39% increase in retention

when employees engaged with the platform more than 40 hours over the course of a year.

(Source: 2022 EdCast by Cornerstone study)

Leverage your internal experts to create and curate content

Drive engagement and business outcomes with learning specific to your business.

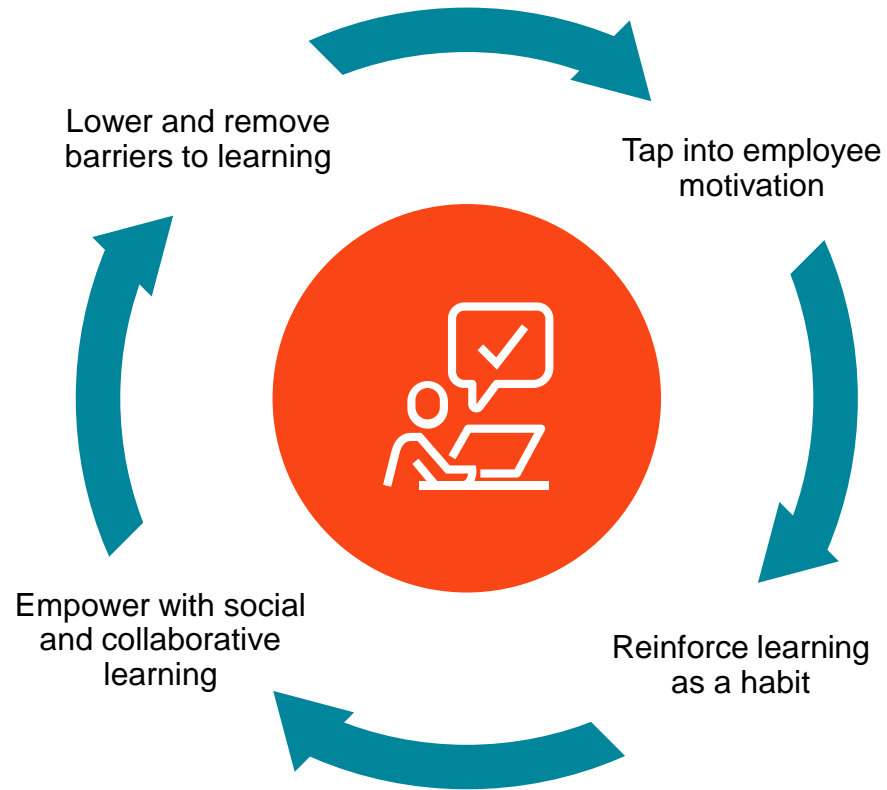
- Make it easy for your people to share their business-specific knowledge with easy-to-use content and curations tools.
- Take a crawl-walk-run approach with role-based user access.



Self-directed learning is
2-3 times greater
with LMS + LXP
than admin-directed alone

Timely, contextual, hyper-relevant, & personalized

Purpose-built to help your people learn fast and continuously to reach goals



Social & Collaborative

Personalized

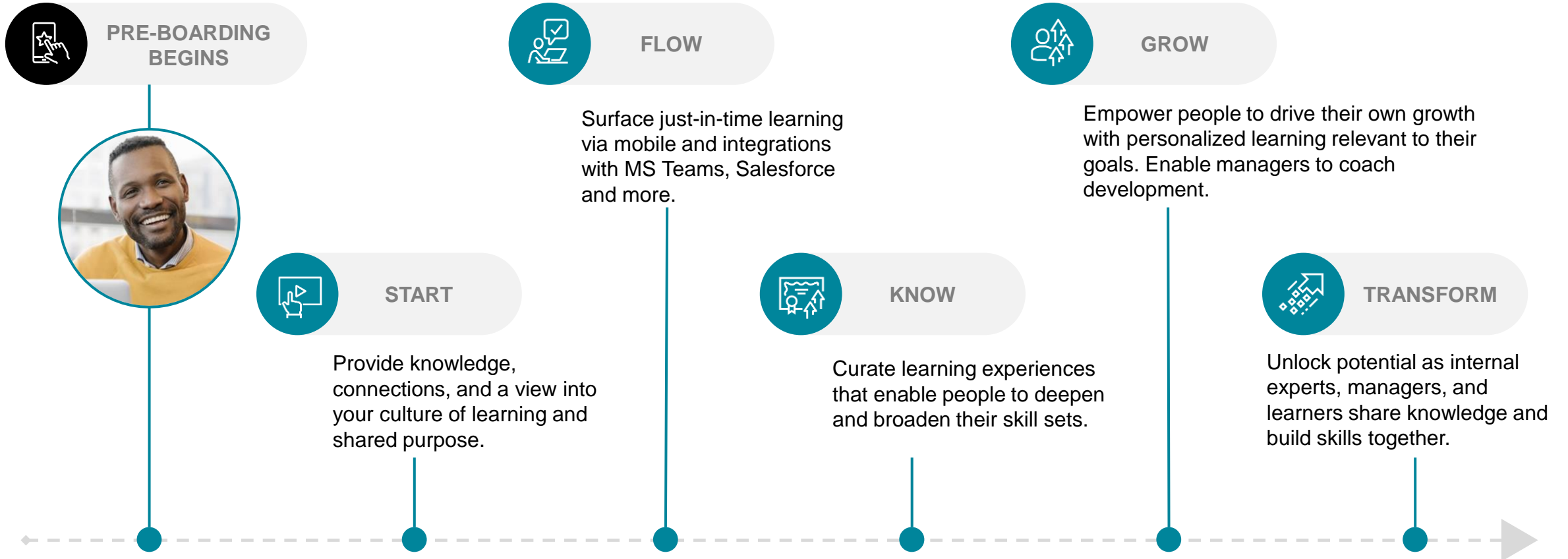
- ✓ Learning in the moment of need and in the flow of work
 - Business-specific internal content
 - Comprehensive mobile experience
 - Integrations with Microsoft Teams, Google, Salesforce, and more.
- ✓ Continuous skill building
 - Self-directed
 - Cohort-based
 - Manager-coached
 - With access to internal expertise

Transform five key moments

Data & Insights

Social & Collaborative

Personalized



LMS + LXP

Harness the power of AND



LMS

Learning management foundational to the business so people work effectively, safely, and in compliance.

MANAGE YOUR SUCCESS

Sophisticated admin tools for:

- required training
- business rules
- catalog management
- certification
- compliance, and more



LXP

Social, collaborative learner-centered experience to fuel continuous and in-the-moment-of-need learning.

EMPOWER YOUR LEARNERS

Deeper learning experience for:

- **knowledge sharing**
- **connectivity to skills**
- **learning in the moment of need**
- **communities of practice**
- **admin to act as a curator**

Future

Match employees to relevant gigs, projects & mentors

The screenshot displays the 'Opportunity Marketplace' section of the Cornerstone LMS interface. At the top, the user is identified as Alena Smith. A navigation bar includes 'DISCOVER', 'OPPORTUNITY MARKETPLACE' (which is active), 'SKILLS DEVELOPMENT', and 'ME'. A search bar is located at the top center. On the right side of the header, there are icons for 'Notifications', 'Alena', 'More', and a '+ Create' button.

The main content area features a personalized greeting: 'Hi, Alena Smith!'. Below this, it states: 'Suggestions are made based on your profile and preferences. [Update Career Profile](#) [Remind me later](#)'. A visual comparison shows 'Your current Job Role: Engineering - Software Engineer' (with a 'View details' link) and 'Your aspirational Job Role (2/5): Software Architect' (with a 'View details' link). A right-pointing arrow and a magnifying glass icon are positioned between the two job role cards.

Below the job role cards is a horizontal menu with options: 'Explore Opportunities', 'Suggestions', 'Job Roles', 'Vacancies', and 'Projects' (which is selected). A search bar with the placeholder 'Search here...' is followed by 'Filters', 'Sort by: Relevance', and 'My Projects' buttons.

The section is titled 'All Projects (24)' and displays a grid of project cards. Each card includes a title, a representative image, and key details:

- Provisioning Automation**: 1 Opening Available, Any Location, Remote Possible.
- User Survey of New Features**: Unlimited Openings, Any Location, Remote Possible.
- Create Standard Deck for Sales Presentations**: 10 Openings Available, Any Location, Remote Possible.
- End of Year Sales Review**: Unlimited Openings, Any Location.
- Brand Ambassador Asia**: (Image of a person).
- Karmayogi Bharat RFP - Video design**: (Image of a video screen).
- Brand Ambassador**: (Image of a lightbulb).
- Promote Convergence On Social Media**: (Image of social media icons).

TAKE
AWAY



Ready, Set, Grow:

The Building Blocks for High-Impact Talent Mobility

Download the full 2023
talent mobility study →



Visit csod.info/readreport

Transparent, Explainable, & Global

We believe Skills AI can transform organizations, but it must be transparent, explainable, and dynamic.

Our objective is to empower talent teams and leaders to explore the global Skills Graph data and compare it to their own organization.

Our tools will help build confidence in the Cornerstone AI as customers embark on a skills rollout within their organization.

cornerstone

Homepage

Skills List

Skill Categories

Industry Skills

Job to Skills

CV to Skills

Content to Skills

Skills Graph APIs

Welcome to the Skills Playground

Explore the Cornerstone Skills Graph, an AI platform for understanding people at work.

Download Skills Graph

Job to Skills

Enter any job title and discover which skills are most relevant for this job.

CV to Skills

Load a CV / resume and see which skills this person is likely to have.

Content to Skills

Paste a URL and find out which skills this content is about.

<https://www.cornerstoneondemand.com/uk/skills-playground/>

Thank You



E-LEARNING FUSION 2023

Organizator:

Digital Learning Centre



Let's Fintech

