



#HRSav
aitėLiet
uva

Corporate Learning: challenge your thinking

A person wearing a grey hoodie and a blue beanie is walking through a forest. The forest is filled with tall, thin trees and a ground covered in fallen leaves and moss. The person is looking down at something in their hands, possibly a phone or a small book.

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...

41% of time workers spend on things that offer little personal satisfaction and do not help them get work done.

Knowledge workers are constantly distracted with millions of websites, apps, and video clips.



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

Number of times online every day
early days of the internet **5** | today **27**

DISTRACTED...

Most learners won't watch videos longer than **4** minutes

People unlock their smartphones up to **9** times every hour

2/3

IMPATIENT...

Online, designers now have between **5** and **10** seconds to grab someone's attention before they click away

5 minutes—ironically, often by work applications and collaboration tools

of knowledge workers actually complain that they don't have time to do their jobs

Sources:
 "The Overwhelmed Employee: Simplify the Work Environment" Deloitte University Press
 "State of the Workforce 2014" Gallup
 "State of the Workforce 2014: What's Next?" Harvard Business Review
 "Collaboration & Social To-Do: Trade Business Productivity, Cutting Efforts in Work Interactions" LinkedIn
 "How is Training a Culture of Innovation?" LinkedIn
 "Study Says We Unlocked Our Phones a LOT Each Day" USA Today
 "Workday: Customization and Sense of Work" HP Insights
 "7 Training Tips to Ensure that you're" LinkedIn
 "Workers' Performance Doesn't Really Mirror To Users and By How Much?" University of Massachusetts
 "Workforce Mobile Market Population 2011 - 2017" IDC
 "Introduction to the Strategy" Harvard Business Review
 "The Rise of the Extended Workplace" LinkedIn
 "Engaging (or Ignoring) Learning?" Harvard Business Review
 "How to Drive Performance through Mobile Connections" For Research
 "How to Design Work Any Company Can Handle"
 "Workforce to Mobile Learning" For 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.

37%

of the global workforce is expected to be "mobile" by the end of 2015

30%

of full-time employees do most of their work somewhere other than the employer's location

20%

of workforce comprised of temps, contractors, and freelancers

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:

To learn what they need for their jobs, employees access:
 search engines
 online courses
70%+ **50-60%**

People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems



COLLABORATIVE

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

~80%

of workforce learning happens via on-the-job interactions with peers, teammates, and managers

Learners are:
 asking other people

sharing what they know

at Google, **55%**

of training courses are delivered by an ecosystem of **2,000+** peer learners

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.

2 1/2
to **5**

Half-life (in years) of many professional skills

38%

of workers who say they have opportunities for learning and growth at their workplace

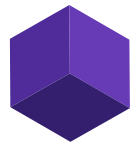
62%

of IT professionals who report having paid for training out of their own pockets

Trys iššūkiai L&D komandoms



Skaitmenizacija mokymų srityje

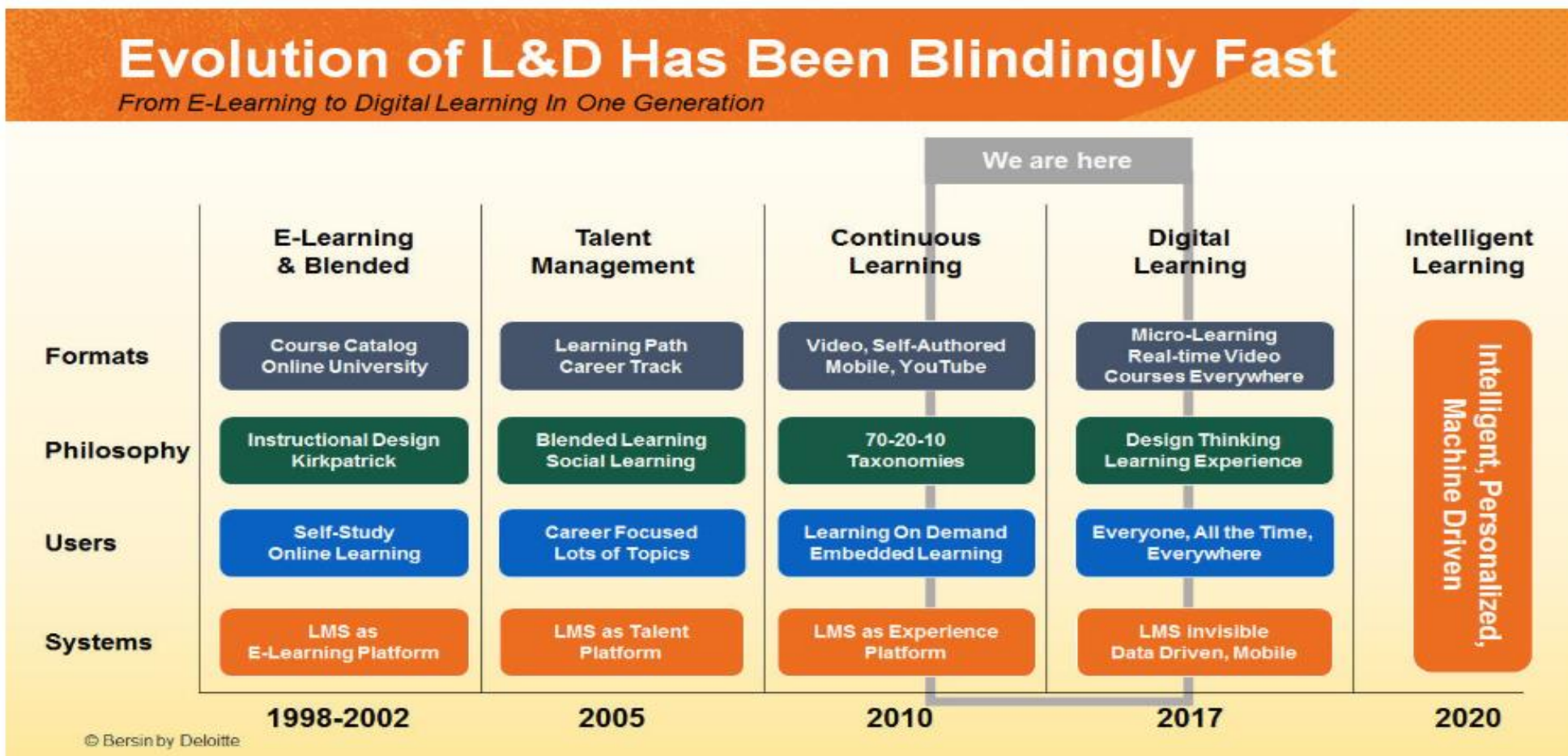


Darbuotojų motyvacija mokytis

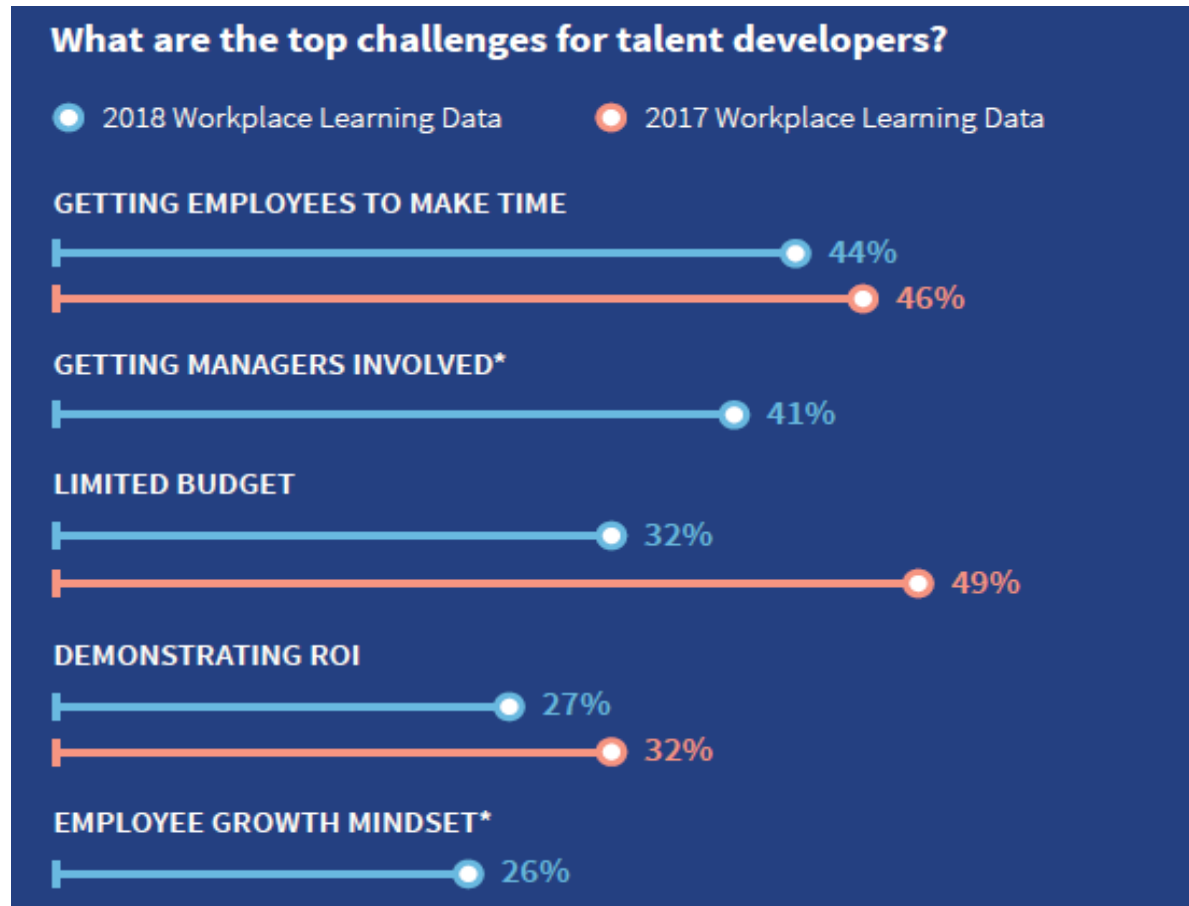


Vadovų įtraukimas į mokymų dizainą bei išmokytojų įgūdžių įtvirtinimą praktikoje

Šiandienos būtinybė



Visi pripažįsta, kad būtina nuolat mokytis ... tačiau laiko tam neturi



Vadovų įtraukimas

- Mokymų kuriami pagal verslo KPI ir įgauna „learning journey“ formata.
- Mokymų kūrimo ir įgyvendinimo procese dalyvauja vadovai, kolegos, klientai ir ... skaitmeninės platformos.
- Mokymo procese dirbama su motyvacija mokytis bei su supratimu, ką reiškia mokytis.

knowly,
Make training matter

© 2013 - 2018 Knowly. All rights reserved.

Today's agenda

Challenges in classroom trainings

- Participants' perspective
- Peers' perspective
- Trainers' perspective
- HR reps' perspective

The solution – Freddie the Coach

Classroom demo

Challenges

● Participants

● Peers

● Trainers

● HR

The solution

Classroom demo



Training participants



Participants' peers



Classroom trainers



HR departments

Challenges

Participants

● Peers

● Trainers

● HR

The solution

Classroom demo



Training participants

Daily duties get in the way of new behaviours

Few tools bother with **autonomy**

Challenges

● Participants

Peers

● Trainers

● HR

The solution

Classroom demo



Peers / supporters

Hard to know what your colleague's **goals** are

You want to help, but not sure **how**

Challenges

● Participants

● Peers

● Trainers

● HR

The solution

Classroom demo



Classroom trainers

Not enough time for **practice** in the classroom

No spare time left for administration

Challenges

● Participants

● Peers

● Trainers

HR

The solution

Classroom demo



HR representatives

Involving managers is a huge task

Hard to get **useful insights** from training

Challenges

- Participants
- Peers
- Trainers
- HR

The solution

Classroom demo



The Solution

Freddie the Coach

Helps the participants **not forget**

Organizes **support** from peers

Challenges

- Participants
- Peers
- Trainers
- HR

The solution

Classroom demo



The Solution

Freddie the Coach

Today

Write action plan

Pick supporters

Upcoming weeks

Coaching questions

Tips to supporters

Challenges

- Participants
- Peers
- Trainers
- HR

The solution

Classroom demo

Go to...

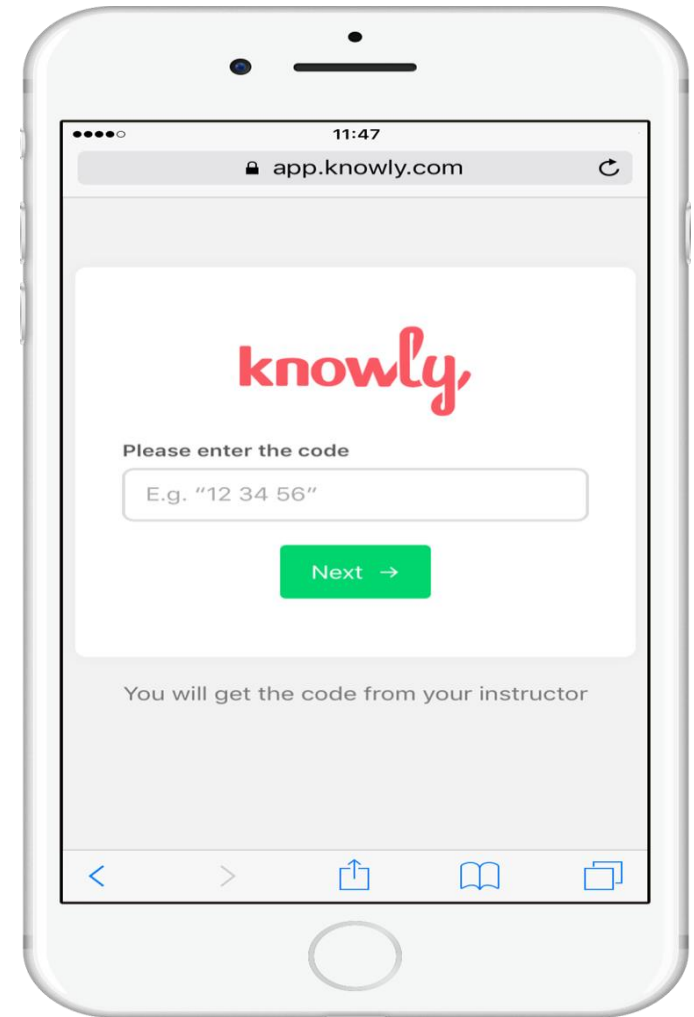
www.knowly.ly

You have...

10 min

The code is...

20 20 20



knowly,

knowly,
Make training matter

© 2013 - 2018 Knowly. All rights reserved.



#HRSav
aitėLiet
uva