

Empowering Employees:

The role of L&D in the modern workplace



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Personnel Today



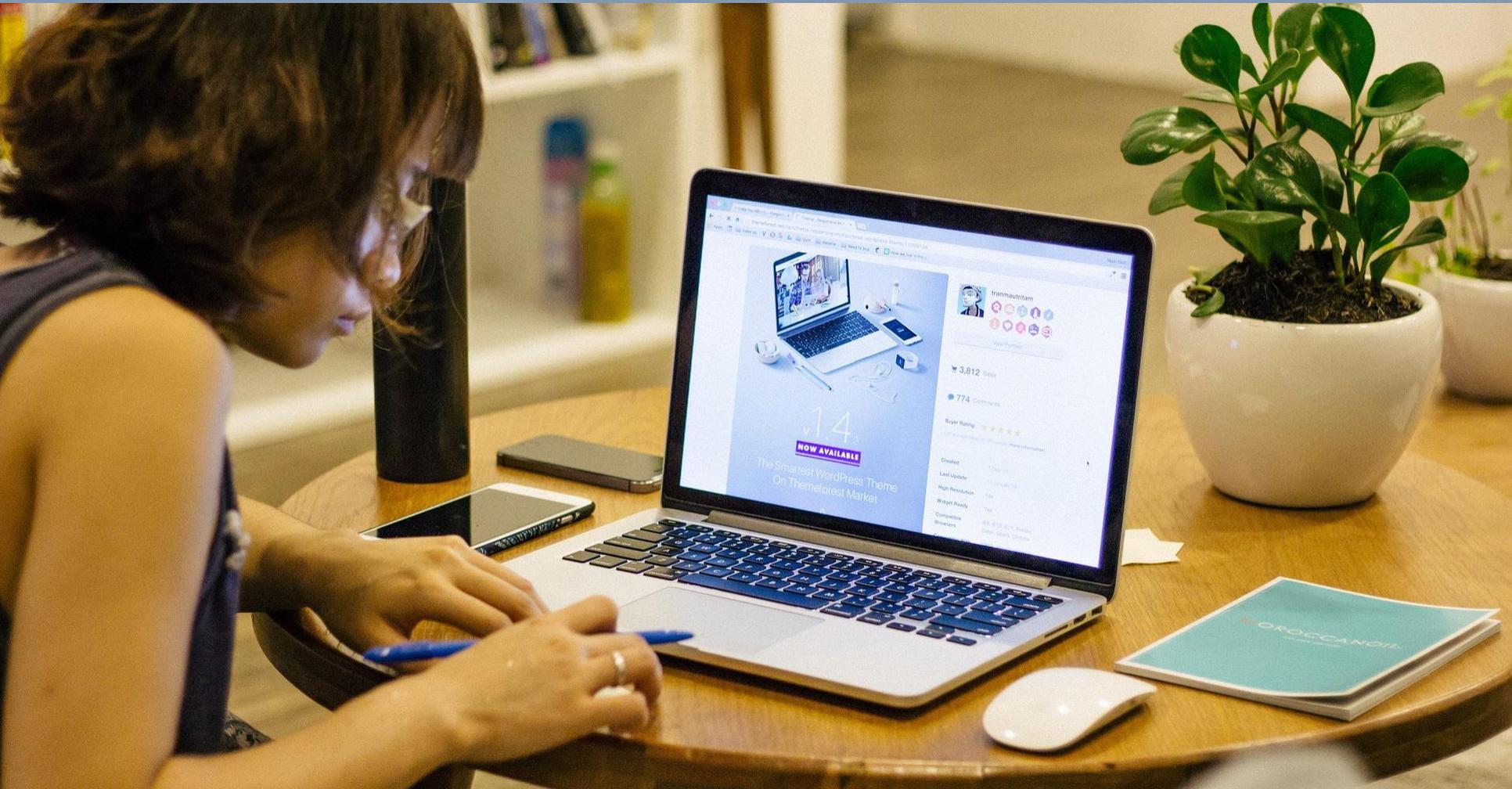
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Jane Hart

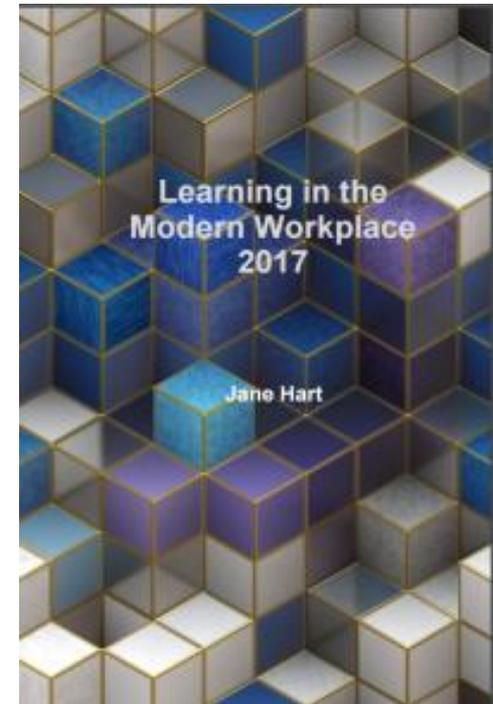
Centre for Learning & Performance Technologies
Centre for Modern Workplace Learning

The case for Employee-Led Learning

- 5 factors impacting the workplace today and what this means for L&D

The new role of L&D

- 10 practical ways to empower employee-led learning



Agenda



The case for Employee-Led Learning



Old world of workplace learning



Digitization

“The exponential growth of digital connectivity, devices and information is driving profound changes in the way we work, all around all the world.



Digitization

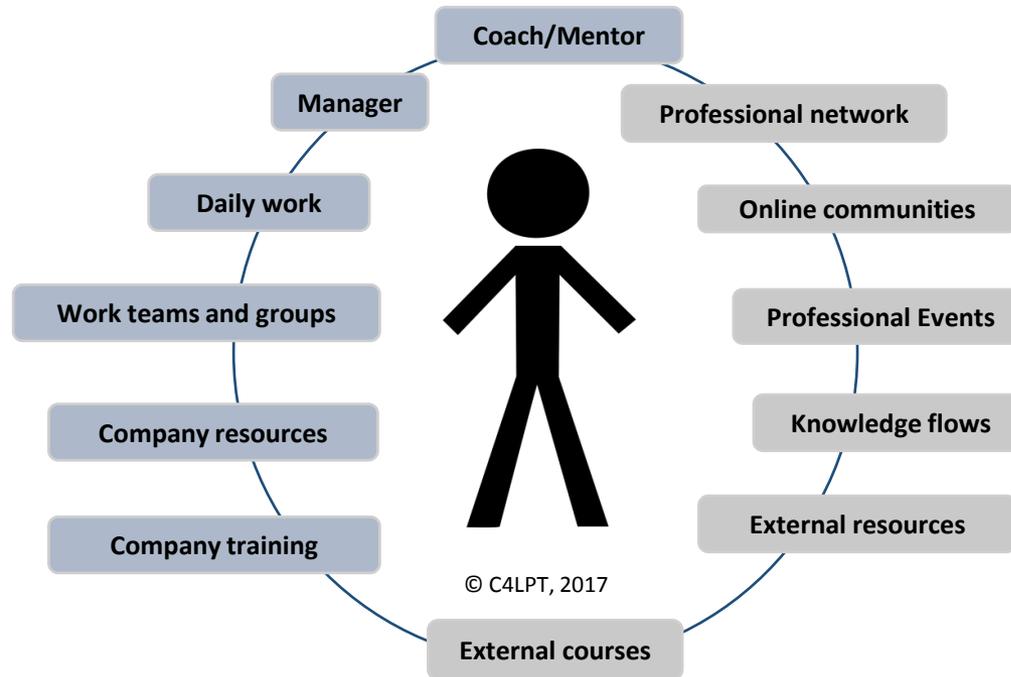
“The exponential growth of digital connectivity, devices and information is driving profound changes in the way we work, all around all the world.

In order to survive in this world, companies need to rethink everything from culture to tools and environments.” Microsoft, 2016



Digitization

Modern Professional Learning



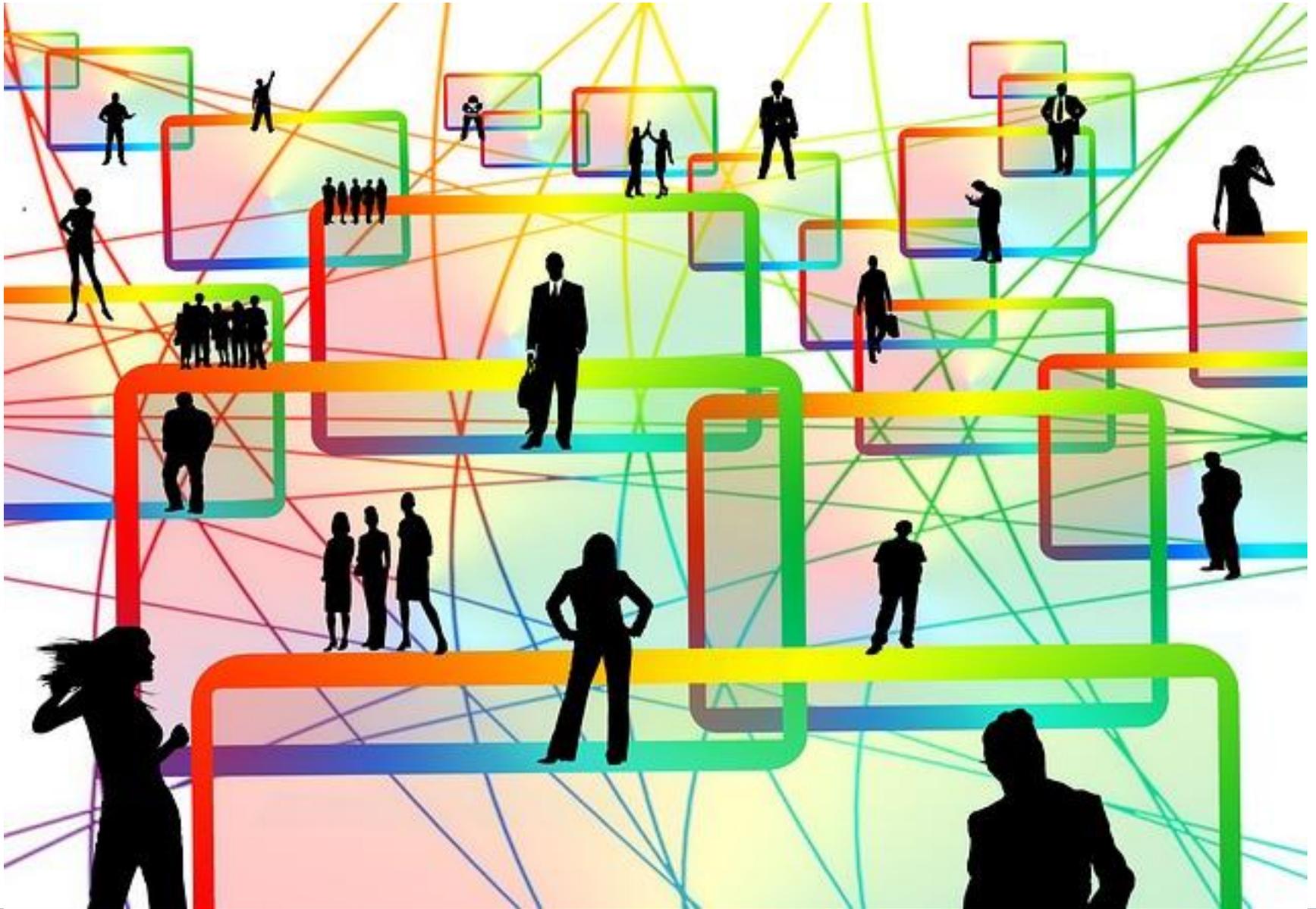
Learning habits are changing



Multi-generational workforce



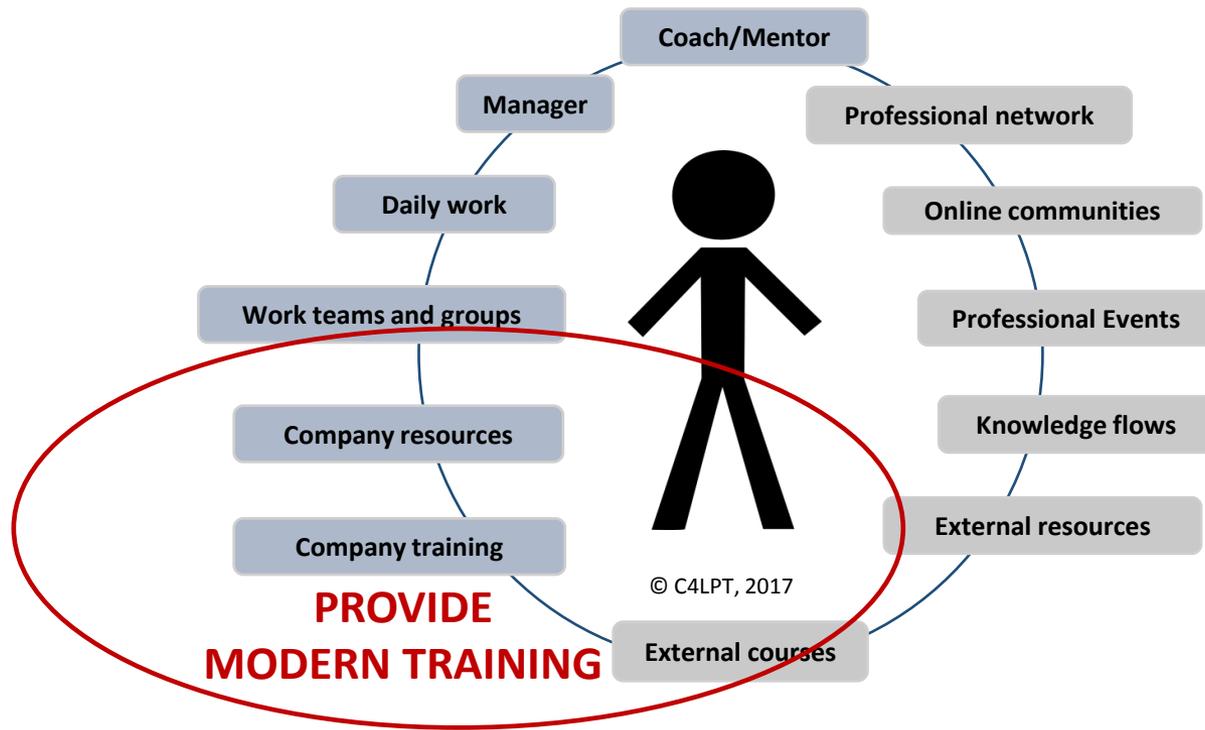
Exponential information growth



Gig Economy



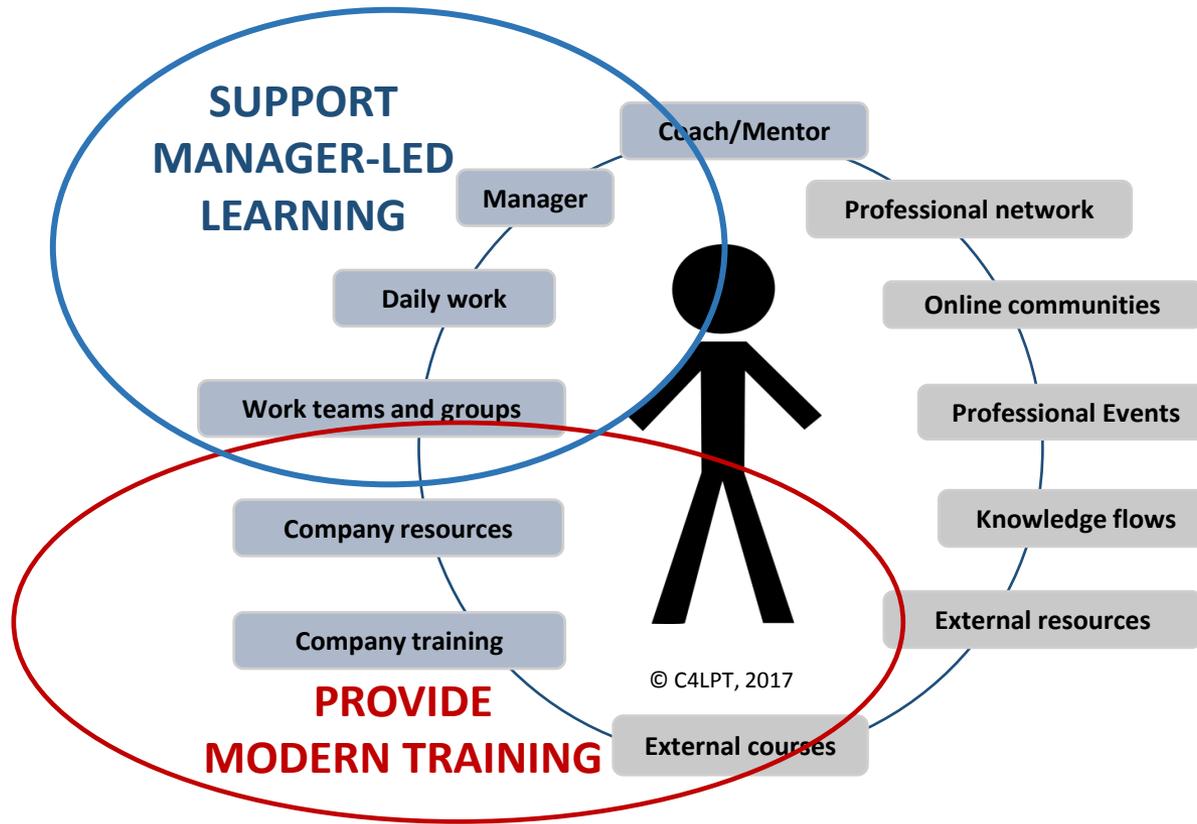
Modern Workplace Learning



Design and deliver modern content and learning experiences in line with new ways of learning on the Web

Modern Workplace Learning

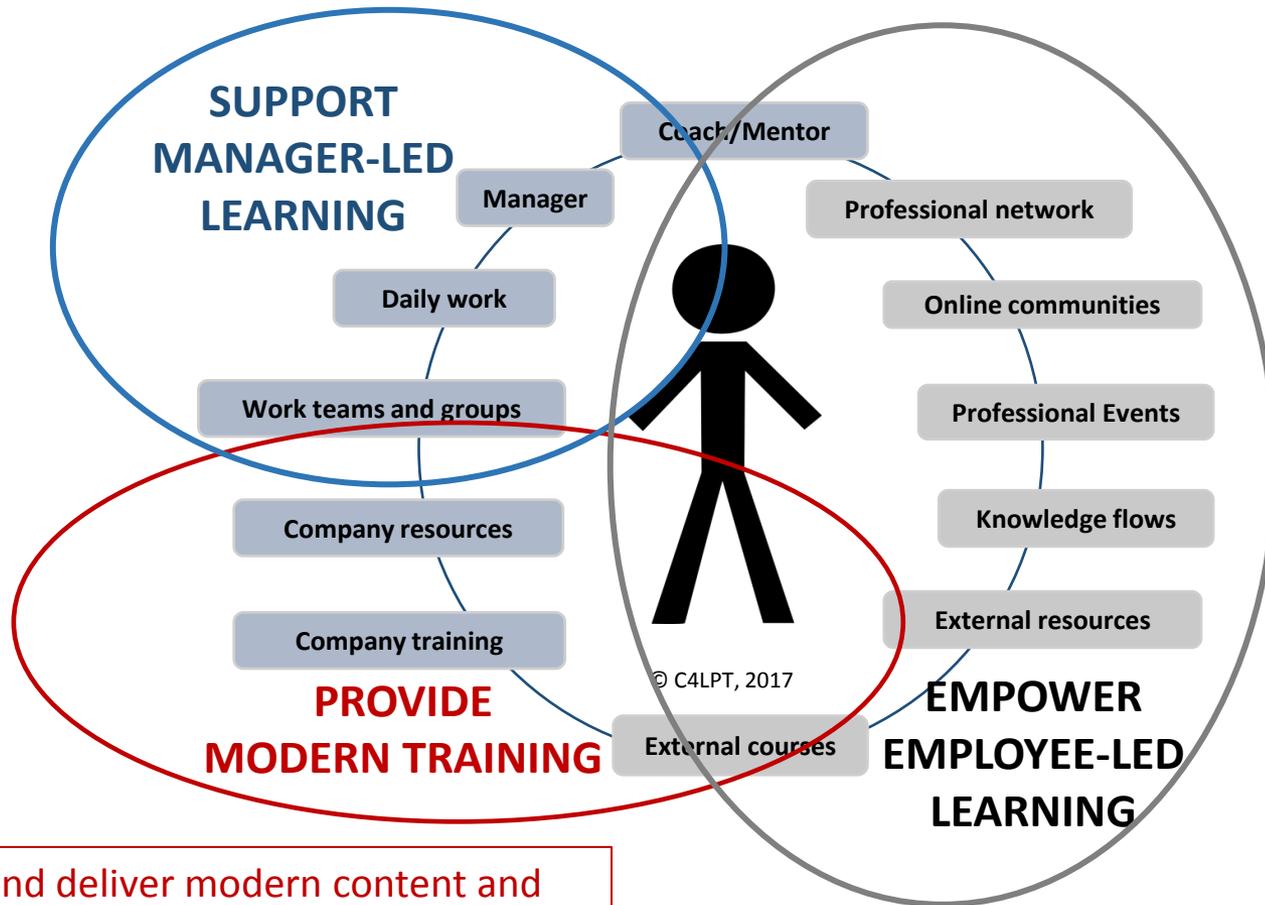
Work with managers to help them value and support everyday learning – both individually and in work teams and groups



Design and deliver modern content and learning experiences in line with new ways of learning on the Web

Modern Workplace Learning

Work with managers to help them value and support everyday learning – both individually and in work teams and groups



Help individuals take responsibility for their own continuous self-development aligned with organisational objectives, and share experiences so that the organisation can benefit from it too

Design and deliver modern content and learning experiences in line with new ways of learning on the Web

Modern Workplace Learning

	TRADITIONAL WORKPLACE LEARNING	MODERN WORKPLACE LEARNING
Responsibility	L&D	Everyone
Learning =	Training	Work-wide/Life-wide
Learning & Work	Learn then Work	Learn at, for, thru Work
Learner experience	One-size-fits-all	Personal
Learning metrics	Activity	Performance
L&D service	Command & Control	Enable & Support
L&D focus	Content	New skills

Traditional v Modern Workplace Learning



10 ways to empower Employee-Led Learning



1 – Help managers see the value



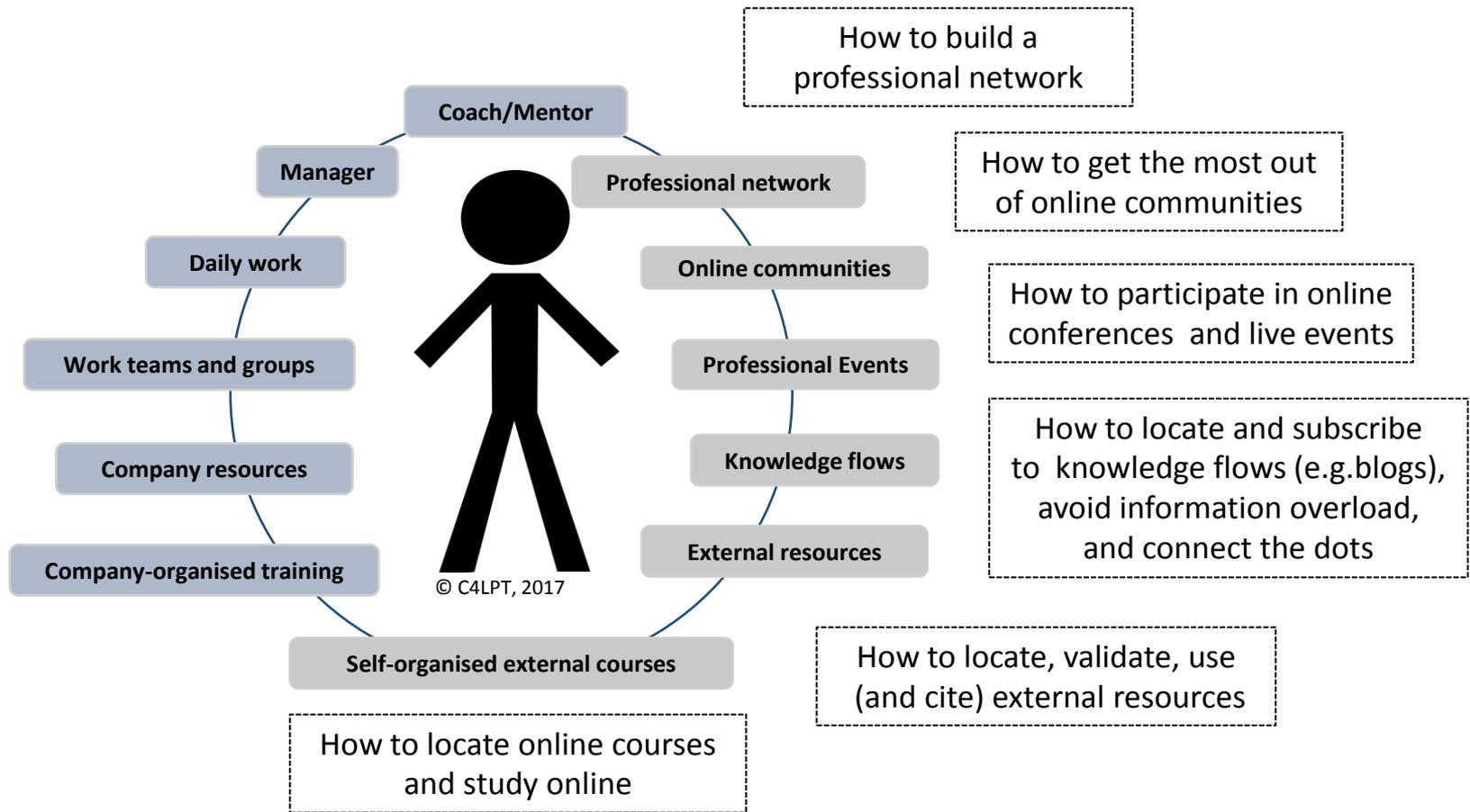
2 – Recruit for learnability



3 – Nurture and reward learnability



4 – Support reflective practices

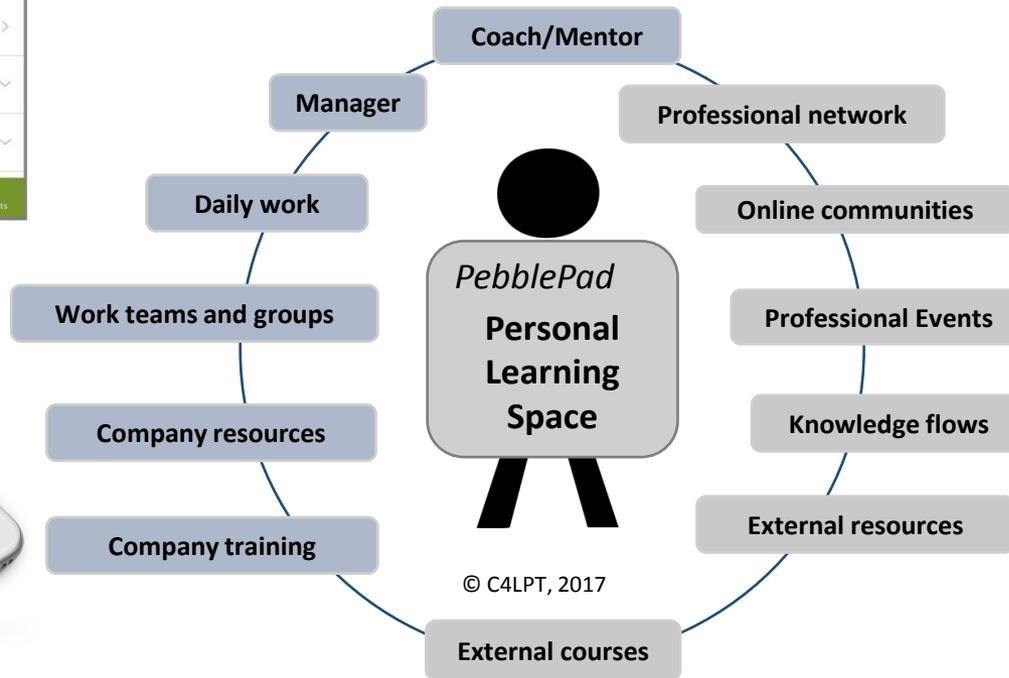
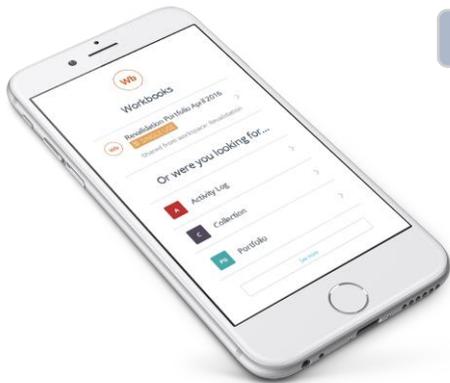
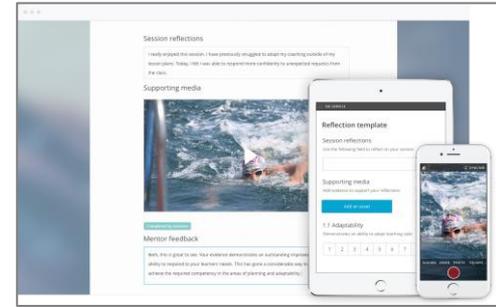
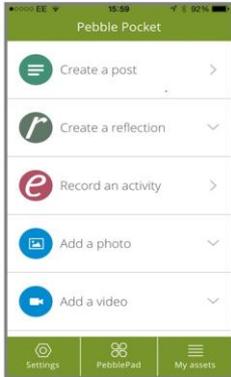


5 – Build Modern Professional Learning skills



6 – Make self-organised learning a key part of your organisation learning strategy

PebblePocket



7 – Promote Personal Learning Systems



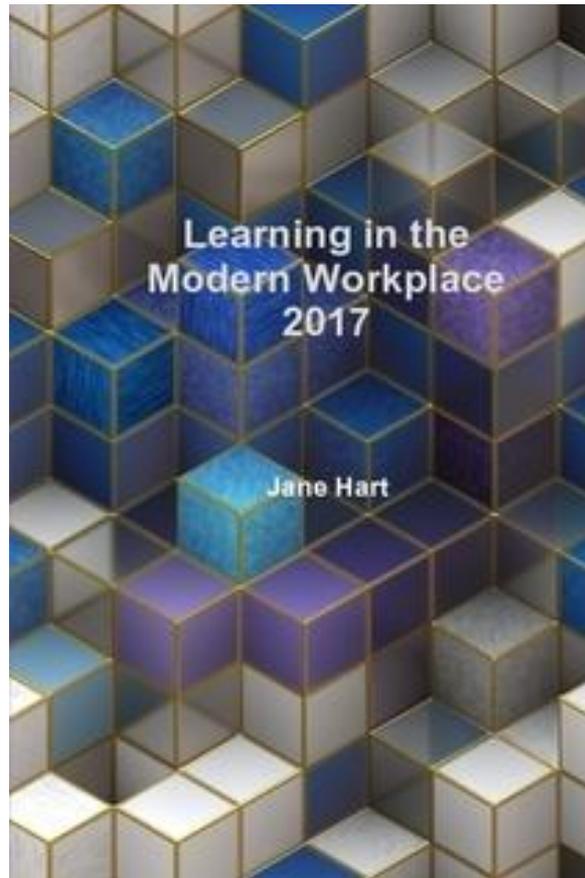
8 – Support sharing of experiences in work groups



9 – Facilitate Show Your Work events



10 – Offer a Learning Concierge service



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Jane's Book