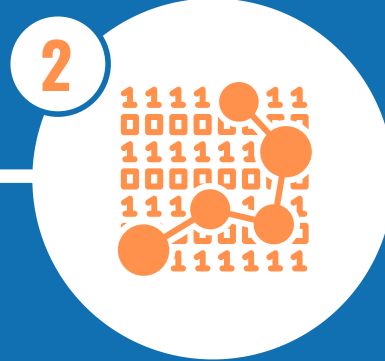


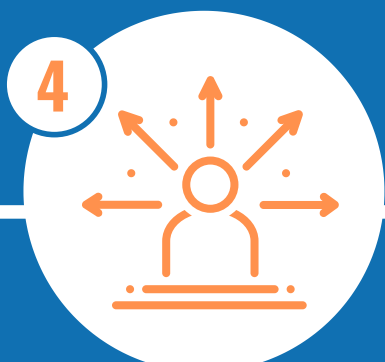
The Learning & Development Department of the Future



1 Focus on changing mindsets, rather than skill building > helping people know how to learn what they need & when



2 Use data wherever possible > everyone needs to be comfortable interpreting data for decisions



4 With data driven decisions, remove what isn't impacting performance



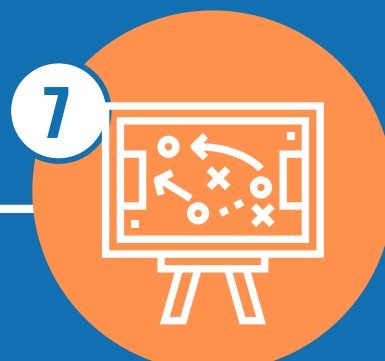
3 Focus on context of work, the problems people have and the tasks they need to accomplish



5 Increase Learning Hackathons & other real life scenarios to develop skills amidst challenges



6 Help all employees become guides and peer coaches, encouraging sharing & collaboration



7 Put company strategy at the core of your activities. Help leaders translate strategy to their areas

