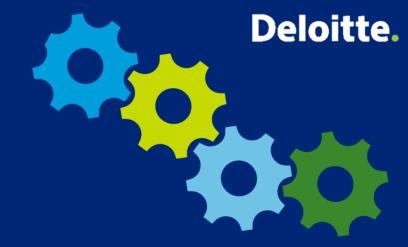
# Leading in Learning

# Building capabilities to deliver on your business strategy



Bersin by Deloitte

**Productivity** 

greater employee



**Innovation** 46% more likely to be

first to market

**Profitability** more likely to be market share leader **Skills for the Future** 

more prepared to meet future demand

**Time to Market** 

better response to customer needs

Quality greater ability to deliver

quality products productivity

Learning solutions meet the required standards of

excellence, are piloted, benchmarked, evaluated

Learning solutions achieve what they

set out to do

and continuously improved

Learning solutions are designed as a connected, integrated part of the development journey

Learning solutions are based on business needs

Learning solutions are designed to support the transfer of learning back into the business

> Learning solutions are designed with the future in mind

Learning solutions are customized to populations and individuals

# Principles for an organization's L&D are changing

Business leaders participate in the design and delivery of learning solutions

### Untethered

Today's employees find themselves working from several locations and structuring their work in non-traditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people and even harder to develop them efficiently.



**On-demand** 

example:

To learn what

they need for their jobs,

employees access:

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

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

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

of the workforce is comprised of temps,

# Bersin by Deloitte.

# Meet the modern learner



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

### **Collaborative**

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



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



of training courses are

at Google,

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.

years is the half-life of many professional skills

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

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

People are increasingly turning to

their smartphones to find just-in-time

answers to unexpected problems

# **Deloitte Learning Solutions Offerings:**

## **Learning Strategy & Operations**

search engines

online courses

We can help you to define and realize the optimum, aligned and efficient learning organization

- Creating or refreshing a learning strategy
- Developing a business case for learning
- Creating a Corporate University or CoE
- Optimizing efficiency and effectiveness of a learning organization and processes
- Aligning learning and business processes to support HR and Talent strategies
- Developing a function specific learning strategy

# **Learning Design & Development**

We can help you to deliver high impact learning content

- Changing employee behaviors to align with new processes, requirements or strategies
- Providing large-scale training on new systems
- Educating employees to comply with regulatory requirements
- Training employees on customer experience, call centers, or other customer focused initiatives

# **Learning Technology**

We can help you to optimize your enabling technologies and emerging tools

- Implementing a learning (content) management system (LMS / LCMS)
- Creating and implementing a sustainable knowledge management strategy
- Understanding how social computing tools can deliver business benefits for Learning & Development, Knowledge Strategies, Customer Experience, and Talent Attraction and Retention

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Leading practice research, analytics and insight

## Talent research, advisory & benchmarking in 5 domains:

- 1. Learning & Development
- 2. Talent Management 3. Leadership & Succession
- 4. Talent Acquisition
- 5. HR

# Research & tools

- Frameworks
- Maturity models
- Factbooks
- Sample RFPs Case studies
- Solution provider library

### **Networking & professional** development

- Member roundtables
- IMPACT Conference

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