## Leading in Learning

### Building capabilities to deliver on your business strategy

<table>
<thead>
<tr>
<th>High Performing Learning Organizations are 92% more likely to innovate</th>
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<tbody>
<tr>
<td><strong>Innovation</strong></td>
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<tr>
<td>46% more likely to first to market</td>
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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.

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

**Business leaders participate in the design and delivery of learning solutions.**

Learning solutions achieve what they set out to do.

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

### 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.

- **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 employee’s location.
- **20%** of the workforce is 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:
  - **70%** seek employers online courses
  - **50-60%** look at videos
  - **55-60%** search social networks

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 on the job – interactions with peers, teammates, and managers.
- **55%** of learners are asking other people sharing what they know at Google.
- **2,000+** peers.

### 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.

- **2½ to 3** years is the half-life of many professional skills.
- **38%** of workers say they have opportunities for learning and growth at their workplace.
- **62%** of IT professionals report having paid for training out of their own pockets.

### Deloitte Learning Solutions Offerings:

**Learning Strategy & Operations**

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

**Bersin by Deloitte.**

Meet the modern learner

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

**Bersin**

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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