

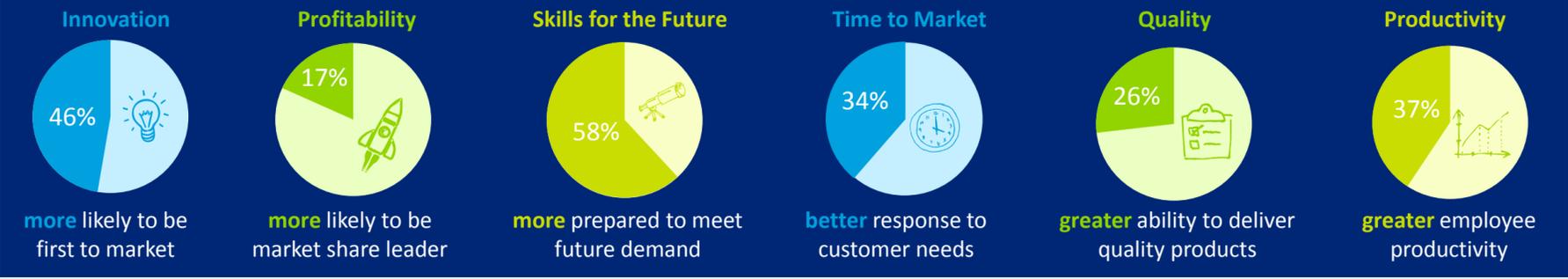
# Leading in Learning

Building capabilities to deliver on your business strategy



## High Performing Learning Organizations are 92% more likely to innovate

Bersin by Deloitte



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

- Learning solutions are based on business needs
- Learning solutions are customized to populations and individuals
- Learning solutions meet the required standards of excellence, are piloted, benchmarked, evaluated and continuously improved
- Learning solutions are designed to support the transfer of learning back into the business
- Learning solutions achieve what they set out to do
- Learning solutions are designed with the future in mind
- Business leaders participate in the design and delivery of learning solutions
- Learning solutions are designed as a connected, integrated part of the development journey

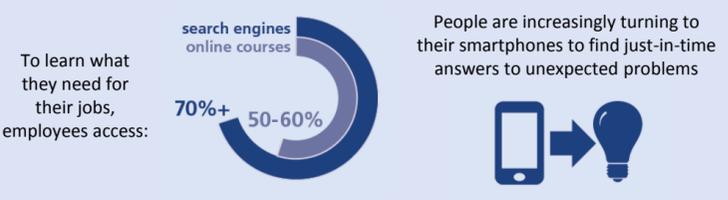
### Untethered

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.



### 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:



## 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.



### 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.



## 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