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@LauraOverton
@TowardsMaturity

Making your transformation a reality

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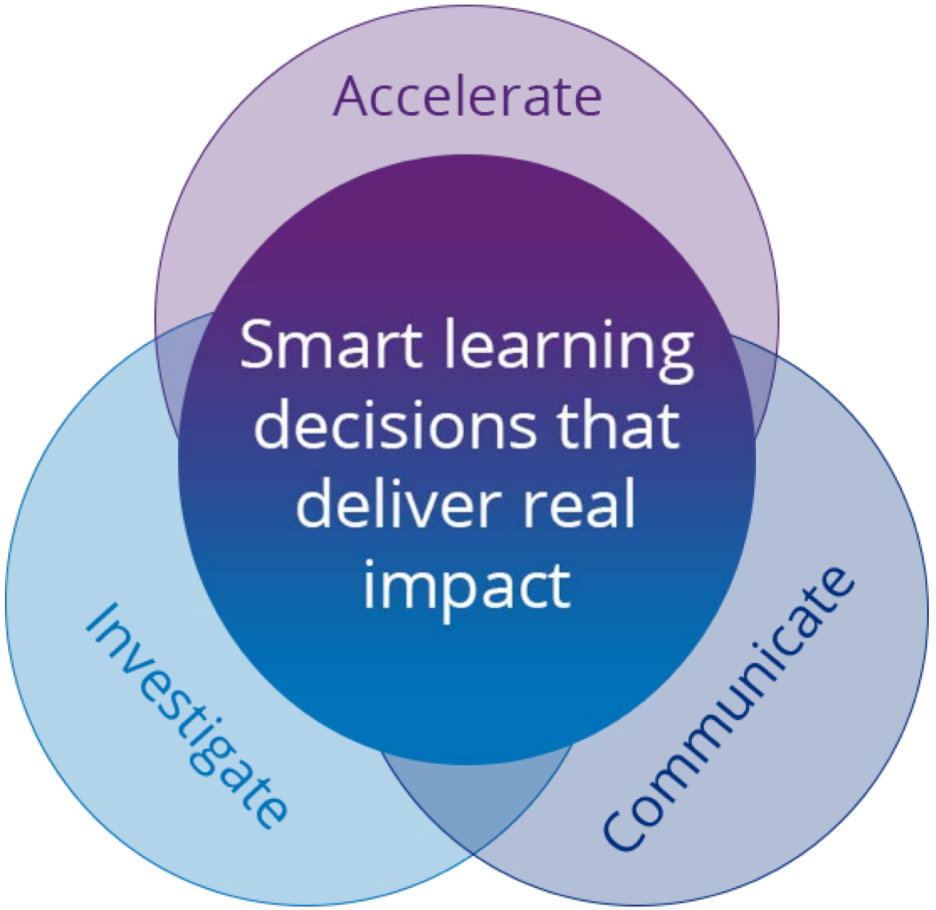

15 years of independent research means we have **defined real impact** for a global industry:

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Developing a high performing learning culture

- Agile
- Responsive
- Ready for change

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15 years of independent research means we have

exposed an industry road map for change

Optimising Training → Taking Control → Letting Go → Sharing Responsibility

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A complex journey

6 dimensions combine to influence progress

Optimising Training → Taking Control → Letting Go → Sharing Responsibility

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Formal

Changing face of formal learning

90%

are looking to technology to improve face to face learning whilst only 37% are actually successful.*

*Towards Maturity 2018 Health Check Data

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Individual

Learners demanding more

63%

Of learners find classroom courses very useful

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Individual

94%

Of learners want to be able to learn at their own pace

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Food for thought:

Learners report that blends are just as impactful as classroom

53%
of learning is still delivered through face-to-face interactions

So how do we use technology to improve the impact of face to face learning ?

*Towards Maturity 2018 Health Check Data

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It's **not** just about applying any old technology

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Those successful in using tech to improve face to face are more likely to do these 4 things:

Improving Options

Improving Transfer

Improving Engagement

Improving Insights

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Improving options

67%

Agree individuals can choose to learn at places convenient to them (32%)

27%

Agree managers allocate time for staff to learn at home (9%)

33%

Provide Micro-learning (25%)

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Improving transfer

33%

Equip managers with resources as their team get the most out of learning (17%)

42%

agree face-to-face training that actively builds on knowledge gained through online learning (29%)

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Improving engagement

86%

Provide individuals with access to online learning that is directly relevant to their jobs (44%)

25%

Have classroom trainers that engage learners with technology enabled programmes (15%)

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Improving insights

69%

Regularly review programmes and check that they support and enhance organizational goals (42%)

42%

Collect data from learners on the extent learning points have been applied (20%)

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Challenges to success

21%

Reluctance by classroom training staff to adopt new technology

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Preparing for success

75%

involve classroom trainers in the design process for blended learning (45%)

100%

Pilot new technology by working together with IT and other relevant departments (20%)

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Making transformation a reality

Tough Choices

Tough Choices

Tough Choices

Formal

Optimising Training

Taking Control

Letting Go

Sharing Responsibility

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Data driven breakthrough decisions
Small changes BIG difference!

Optimising Training → Taking Control → Letting Go → Sharing Responsibility

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Making transformation a reality
The answers are in this room!

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Q1. How can technology be used to improve learner confidence and engagement?

Q2. What can we do to ensure learning doesn't stop when the course does?

The answers are in this room

Q3. How can we build capacity within L&D to take programmes to scale?

Q4. What do we need to let go of to build credibility with learners?

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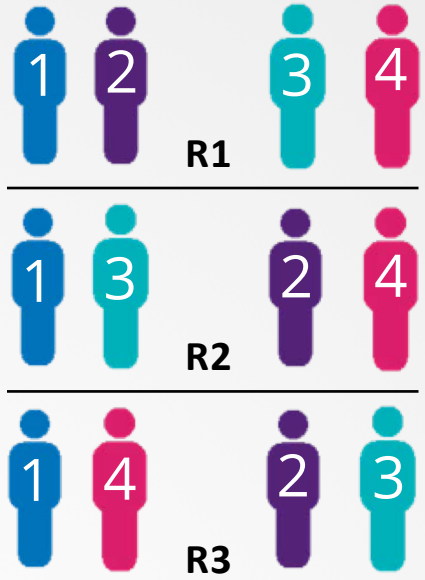
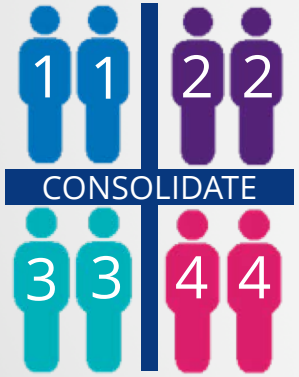
Investigative journalists uncover the story!

Crowdsourcing - How does it work?

Step 1: Interview

- Each of you take one of 4 questions
- Round 1 -
  - Pair off with a colleague and interview your colleague for 3 minutes
  - Swap over and let your colleague interview you
  - Make a note of the ideas that you get
- Change partners and repeat for 2 more rounds





Step 2: Consolidate

-Join those with the same question as you

-Collate the information you have gathered

-Refine ideas you have

Step 3: Report

- Each group will share key recommendations
- 3 minutes maximum

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Each of you will interview your colleague for 3 minutes

Your colleagues provides the answers and you write them down
After 3 minutes you swap over!

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Compare and consolidate your findings

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Q1 Feedback

Q1. How can technology be used to improve learner confidence and engagement?

Q2 Feedback

Q2. What can we do to ensure learning doesn't stop when the course does?

Q3 Feedback

Q3. How can we build capacity within L&D to take programmes to scale?

Q4 Feedback

Q4. What do we need to let go of to build credibility with learners?

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Improving Face to Face Training with Technology

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