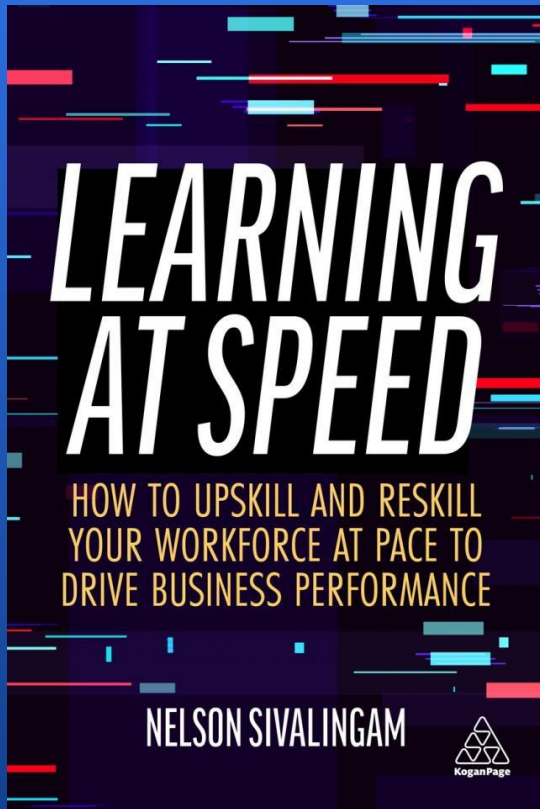# Learning at Speed:

5 Practices of Driving Dynamic Learning Ecosystem

In the current business ecosystem, speed of learning is the organization's competitive advantage

LEARNING AT SPEED

HOW TO UPSKILL AND RESKILL YOUR WORKFORCE AT PACE TO DRIVE BUSINESS PERFORMANCE

NELSON SIVALINGAM

KoganPage

The questions along the quest that we need to answer:

- How do you **identify** the skills they need to learn?
- How do you help your people **learn** those skills?
- How do you make sure those skills **improve** business performance?
- How do you keep doing that **fast enough** to be the disruptor rather than disrupted?

Adapting Lean-Learning mindset is the key to deconstruct L&D practices consistently in embracing changes

A Modern Approach to Organisational Learning & Performance

Organisational Focus

Learner Focus

Value Focus

L&D AT ITS BEST

Helping employees deliver for the organisation
- In the moment of need
- In the flow of work
- Collaborative design

Bringing the most value to the organisation
- Performance focused
- Data driven
- Responsive
- Measuring Impact

Bringing the most value to the employees
- User-centred design
- New ~ Now ~ Next
- Personalisation
- Social learning

Learning at Speed:

5 Practices of Driving Dynamic Learning Ecosystem

Know where you are and measure what matters to find the proof of impact

Learning as a CULTURE

Level 4 - Organizational Capability

Organization-driven learning | Business support | Culture-focused

Learning as LEVERAGE

Level 3 - Talent & Performance Improvement

Talent-driven learning | Performance support | Process-focused

Learning as a SERVICE

Level 2 - Training & Development Excellence

Improved Process/Governance and Infrastructure | Structured Curriculum | Program-focused

Learning as a SUPPORT

Level 1 - Incidental Training

Ad-hoc training | Job support | SME-focused

Source: Bersin & Associates - The High Impact Learning Organization Maturity Model

Driving agile L&D strategy by cultivating user-oriented and product-oriented learning organization

The 5 key areas of talent development

Attract and retain talent

Motivate and engage employees

Develop people capabilities

Learning and talent development

Create a values-based culture

Build an employer brand
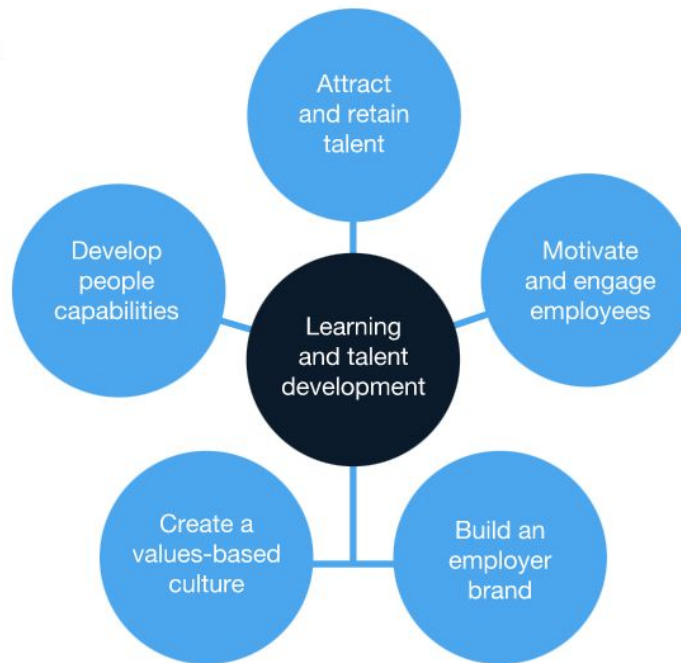
Source: Adapted from Nick van Dam, *25 Best Practices in Learning & Talent Development,* second edition, Raleigh, NC: Lulu Press, 2008

Source:: McKinsey & Company (2019). The essential components of a successful L&D strategy

Co-creation process as the center of impactful learning experiences by solving relevant business problem

Accelerate technical skills development as subject-matter experts (SMEs) who diagnose, prioritize, and propose development intervention
[ACCELERATOR]

Promote holistic perspective from organization side to support business objectives

[PROMOTER]
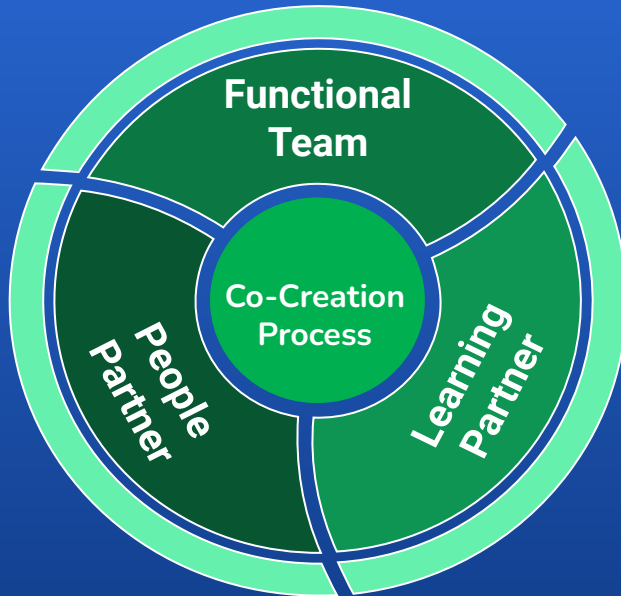
Enable effective learning experiences to achieve learning objectives

[ENABLER]

Functional Team

Co-Creation Process

People Partner

Learning Partner

Shape performance in the learning moments and preferences that matters by our learners

4

Learning Experience (phase 1) → | ← Performance Support (phase 2) →

| **NEW** Learn for the first-time	**MORE** Learn to expand	**APPLY** Learn to implement	**SOLVE** Learn to adapt	**CHANGE** Learn to unlearn-relearn
When performers are learning how to do something for the first time	When performers are expanding the breadth and depth of what they have learned	When performer need to act upon what they have learned	When problem arise, or things break or don't work the way they were intended	When performers need to learn a new way of doing something in their performance practices

Capture the learning preferences

- Instructor-led training
- eLearning/recording session
- Simulation
- Hands-on training
- Microlearning
- Coaching or mentoring

- Lectures
- Group discussion and activities
- Role-playing
- Case studies/document archives
- Audio-podcast/video podcast
- AR/VR/Immersive Learning

Source: 5 Moments of Need by Dr Conrad Gottfredson and Bob Mosher

Annual TNA is not enough, use sprint instead to define your Minimum Viable Learning (MVL) in learning innovation

Build

2

Idea

1

Launch

3

4
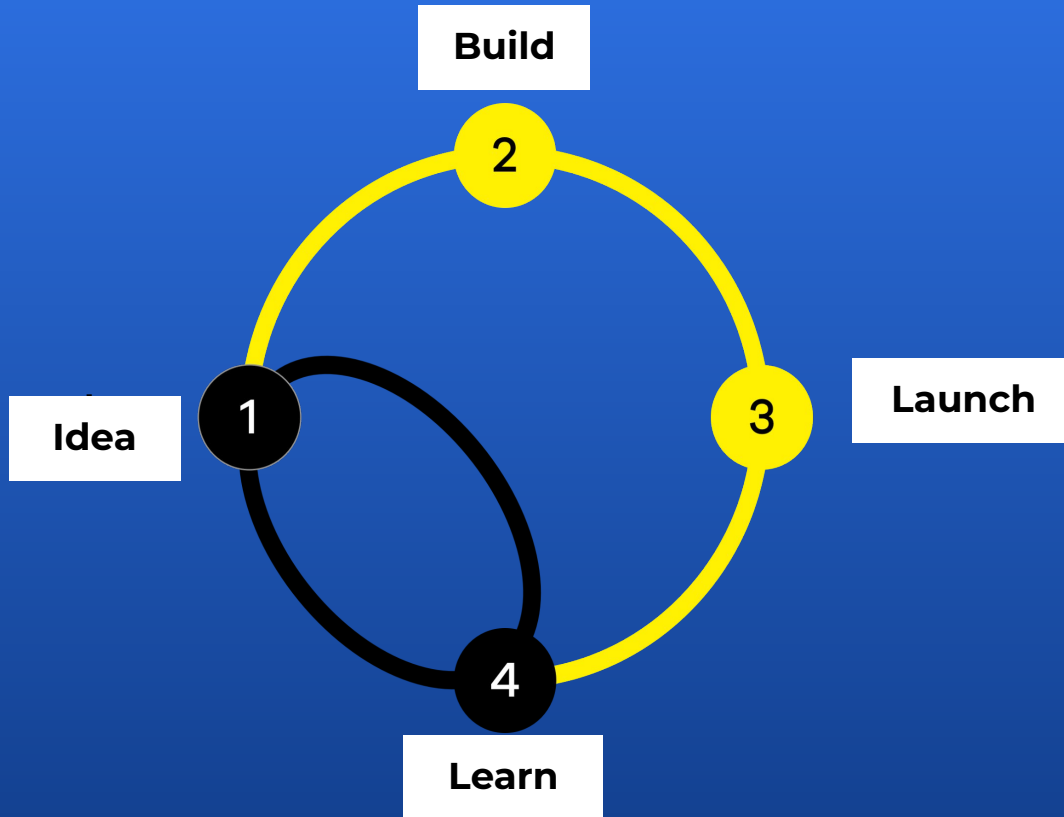
Learn

(x) Capabilities Needs

↓

MVL 1 - (n)

↓

Go-to Market
Learning Innovation

The faster your workforce can learn and apply what they learn, the more likely your company will win

(Sivalingam, 2022)

Thank you for reading

LinkedIn

Obedrey Willys

Website

obedreywillys.com

Instagram

@obedreywillys