

Purpose-driven learning: reimagining corporate L&D



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Only **1-in-3** companies
successfully evolves in
the face of disruption

Why?

Our new
reality is a
Volatile
Uncertain
Complex
Ambiguous
world



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If we have *everything* we need...

Infinite Learning Opportunities

audible

coursera

CrossKnowledge

DataCamp

edX

Future Learn

GENERAL ASSEMBLY

getabstract
compressed knowledge

Harvard Business Review

IDEO

Khan Academy

LinkedIn Learning

Microsoft Learning

NovoEd

O'REILLY

openSAP

PLURALSIGHT

skillsoft

TED

UDACITY

Udemy

YouTube



Sophisticated HR Technologies

ADP

Axonify

Cornerstone

Culture Amp

docebo

fuel 50
OUR PASSION

Workplace
by facebook

GLINT

gloat

IBM

LinkedIn

Microsoft Teams

ORACLE

PageUp

Reflektive

saba

SAP SuccessFactors

slack

sumtotal

Ultimate
SOFTWARE

walkme
Digital Adoption Platform

workday

Why don't we have the skills we need?

80%

of workers say they don't have the skills they need for their current roles or future careers.

Gartner, Only 20% of employees have the skills needed for both their current role and their future career, 9/2018

Why don't we have the skills to grow?

8/10

CEOs say a lack of key skills is
a serious threat to their growth.



The skills to innovate in electric and autonomous vehicles

20% lower Glassdoor career opportunities ratings



The skills to excite customers with healthier foods

\$229M 3-year decline in sales
24% drop in profit forecasts



The skills to seize opportunities in IoT and quantum computing

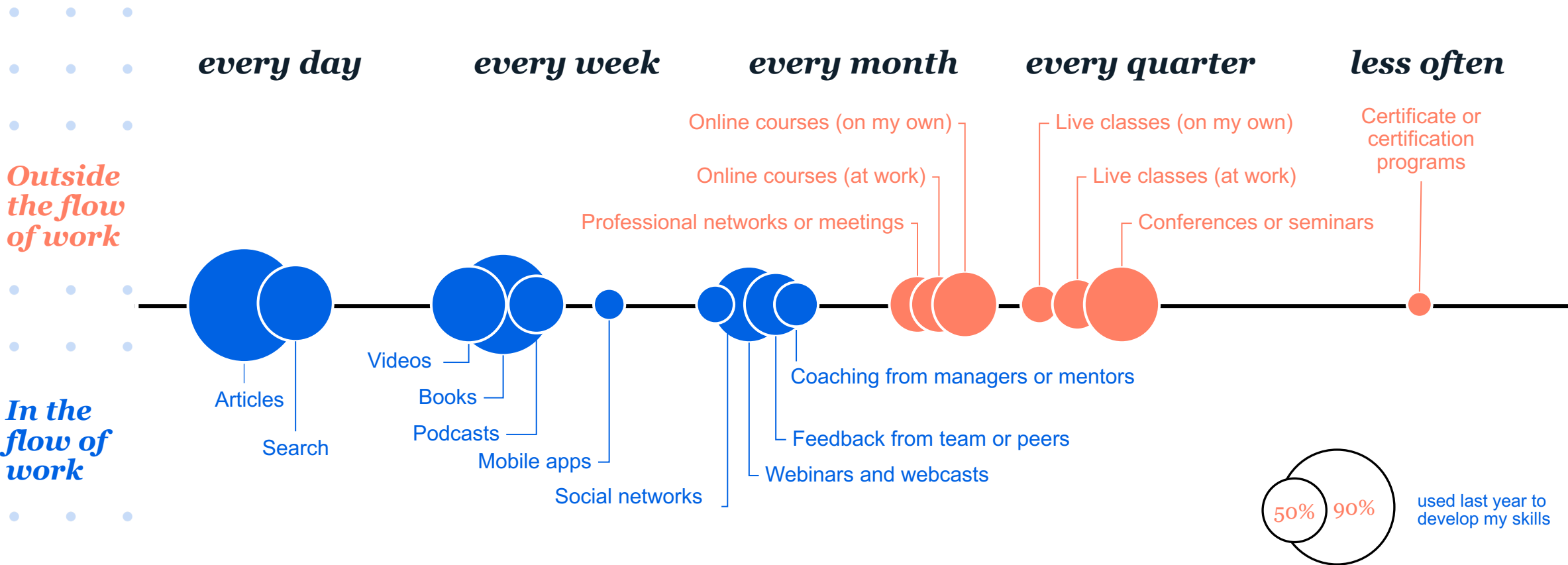
€900M restructuring costs

Why make
the time or
find the energy
to learn?

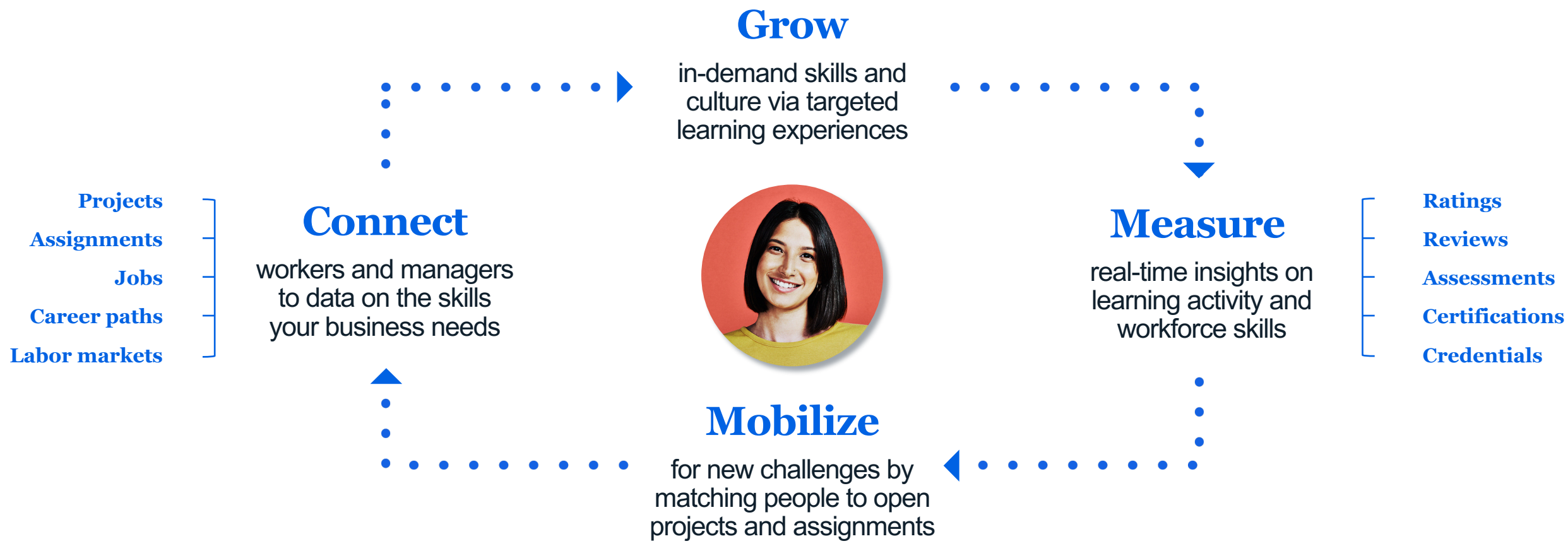




Skills develop through work, not just in addition to work



Create the Ecosystem that connects learning to skills, and skills to *opportunities*



“

The individual is fundamentally responsible for driving their learning, but the line manager is also responsible for supporting their people to build the capabilities they need. My job is to create a culture that encourages that curiosity.

UNILEVER Chief Learning Officer, Tim Munden

Respond to change *faster*

93% less

Accelerated the time to deploy
new learning resources by 93% –
from 40 hours per topic to 3.



28 days

Reduced the time to productivity
for new front-line employees by an
average of 28 days.



1.5 weeks

Upskilled software development
teams in new secure coding
practices in just 1½ weeks.



42.5% more

Boosted the share of people
promoted into leadership roles
by 42.5% (from 10.8% to 15.4%).



We're on this journey together



Put the learner in the driver's seat: personalized, self-directed learning



Discover, track, and measure all learning



Tie learning to building and measuring skills



Match skills to opportunities

Friday

March 5

The Urgent Need to Upskill the Workforce

Kelly Palmer, CLO Degreed
Co-author of 'The Expertise Economy'



Let's make Learning matter!

Connect your learning to skills,
and your skills to opportunities.



Obrigada!

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