The future of L&D

After the keynote of Elliot Masie we had the opportunity to ask him everything about the most important topics for L&D for the coming 5-10 years. Check the outcomes in this infographic!

Elliott is a provocative, engaging and entertaining researcher, educator, analyst and speaker – focused on the changing world of the workplace, learning and technology.
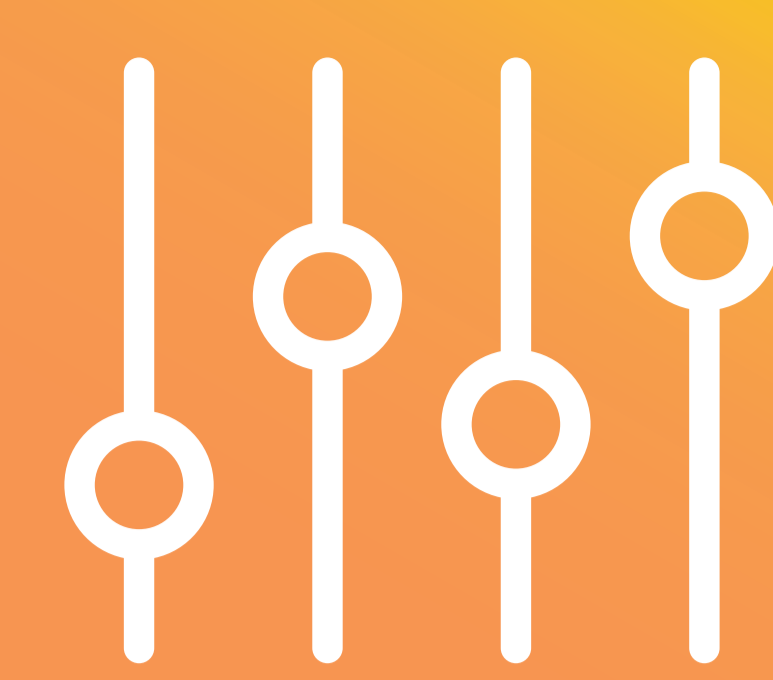
How to be future proof and relevant?

Infographic by: **T-wise**

Young Recruit 2019: Leanne Witjas

1. 70-20-10 are bullshit numbers!

No bullshit ideas but bullshit numbers. No organization is doing that! What is the role of stage practice in 70-20-10? Learning and teaching is a complicated time staged process. We need to move away from jigsaw numbers. It's the mix that's critical.

2. Proof the value of learning

Don't evaluate the wrong stuff! We measure training outcomes, we don't measure beginnings. Now we only measure the training, but we should measure performance & learning on the job. For example, evaluate how learners are doing after 6 months.

3. Why people leave their job

75% of the people leave organizations because they think they are not going to learn in the company instead of leaving because of their salary.

4. Challenge your learners!

The challenge in learning is not high enough. Our curriculum is too much like school. New generations are sensitive to projects, so give them projects and "what if-scenario's". For example: Give students a robot to build and they learn physically!

5. Mix (learning) analytics

Create a multiple analytics formula! Combine sales, HR, finance, business and L&D data.

6. Stimulate curiosity

We don't explore curiosity enough, but we argue that it is related to 3 factors:
1. Confident people are curious
2. Curiosity needs trust in available resources
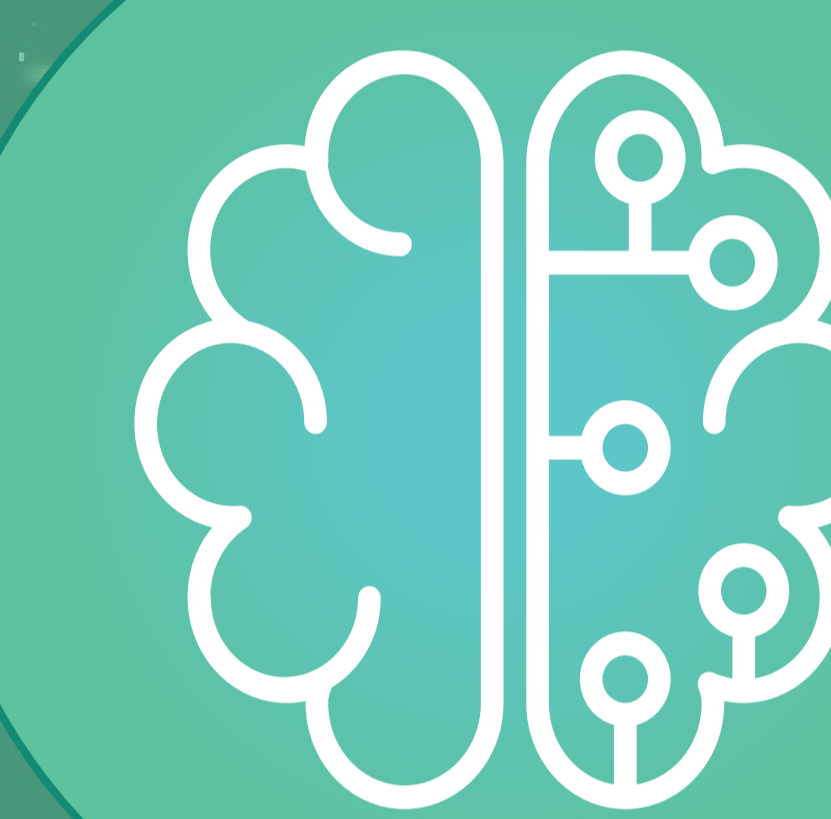3. Curiosity is best when we can have safe failure

So be curious about curiosity!

7. The potential in AI & machine learning

The enormous potential is exciting and scary. We should link AI & Machine learning to brain science and work- and organizational flows.

AI helps to create awareness about the right process. Machine learning helps to become better in a process.

8. Sometimes we don't need a curriculum!

Learning without reflection is hard. Learning is cognitive reflection, sometimes we need to get away to reflect. Following somebody at work can be a great learning experience. That's why informal learning is still the most powerful way of learning!

9. Do 2 things in the future:

1. Start being a learner and an experimenter: go out and use it & be prepared to fail!
2. Stretch the impact of what we do in learning: curiosity!

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