

Notes about...

# Re-energising the workforce

*Principles and priorities*

1

2

3

Event report

24<sup>th</sup> October 2019



# Notes about... *Core priorities*

**Being  
resilient  
to change**

1

Formalising  
'change as  
normal'

# Notes about... *Learner-led or leader-led?*

2

Building training  
and skills based  
on **what  
learners say  
they need**

Prioritising  
skills **by C-  
Suite based  
on analysis**

**(We need  
both – but  
they might  
conflict)**

Notes about... *Respecting local and working global*

2

Understanding  
global **cultural  
differences**

Creating  
**global  
structures**  
and  
**cultures**

## Notes about... *Better performance tools*

2

**Clear** career pathways

Investment in career **mapping** – referencing to a **set of skills**

Learning platforms and pathways that make progress **transparent**

**Appraisal** and **review** system

# Notes about... *Better systems and data*

Different recruitment methods impact on culture

Identify **high potential** and **future skills**

**Evidence and data** of what's required

2

Ongoing skills gap analyses

New tools to help **measure profile and preference**  
e.g. building on Insights Discovery

**Build a Talent Team:**  
skills and knowledge materials

3

# Notes about... *Learning inside-out and outside-in*

3

Company  
needs to  
create right  
**ecosystem**

**Reverse**  
mentoring

Moving away  
from  
rewarding  
length of  
service

**Life-long  
learning:** who  
is responsible  
for progress?

Coaching -  
move **away**  
from **'adult –  
child'** L&D  
models

**Learners**  
**proactively**  
preparing for  
their next role

Notes about... *How we feel about work*

3

**TRUST**

**Quintessential  
human skills**  
in the era of  
automation

Loyalty and  
ambition ***'Find  
it in your soul  
to be happy in  
your role'***



# What next... **Safe behaviour, or secure systems?** WEBINAR

Change resilience is a **number one priority** for re-energising your learning culture.

[Register for our webinar](#) on November 26th 2019 and learn how to develop a secure-first, people-centric working culture.

**Click to  
register for  
the  
webinar**

**Click to  
contact us and  
re-energise  
your learning  
culture**