

5 Trends in Training & Development

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How has our world changed?





Increasingly Connected

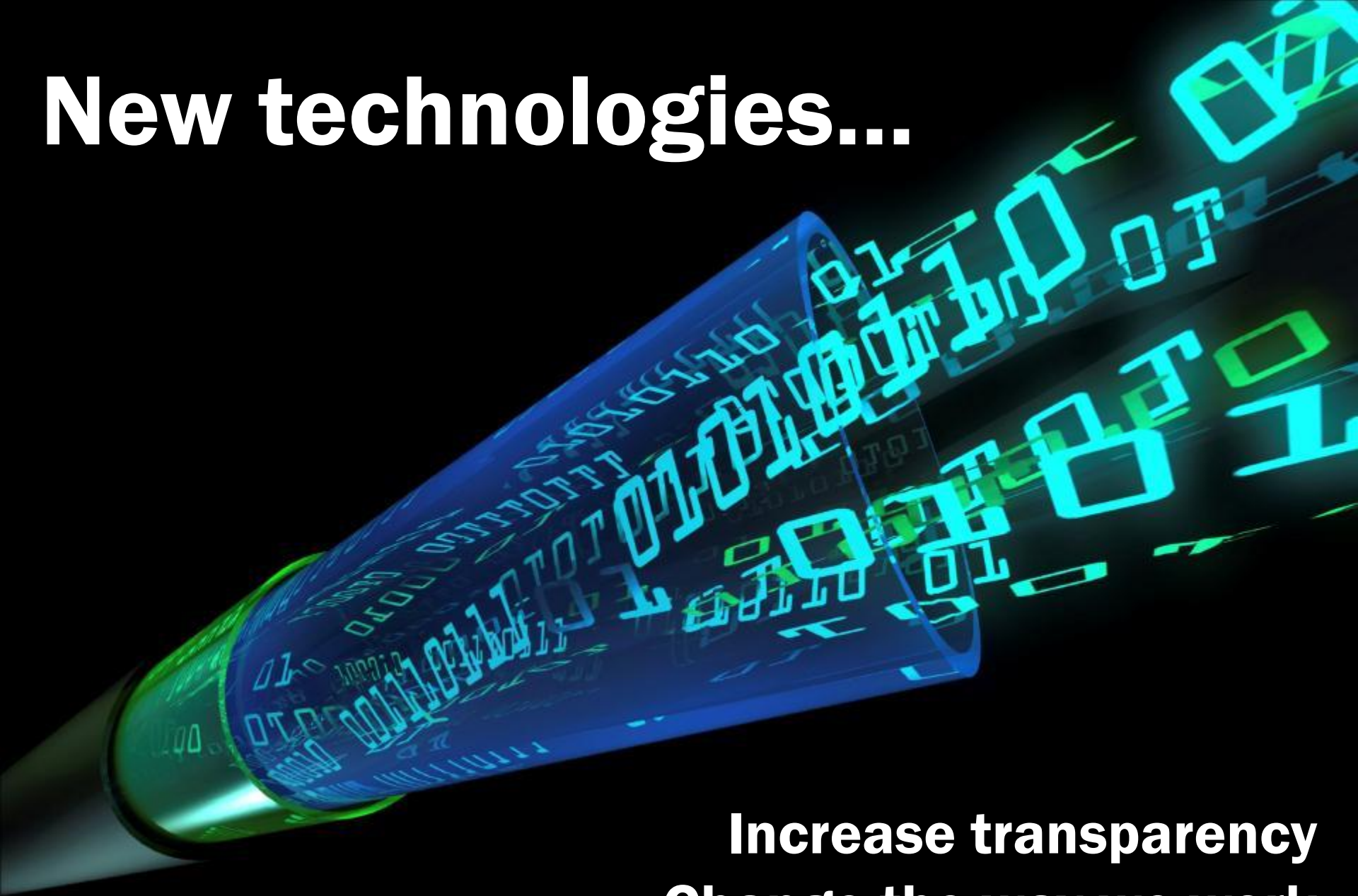
**Access to anything...
...at anytime.**



Rapid change...

**...at which technology and
innovation is spreading.**

New technologies...



Increase transparency
Change the way we work



Generational changes



More complexity



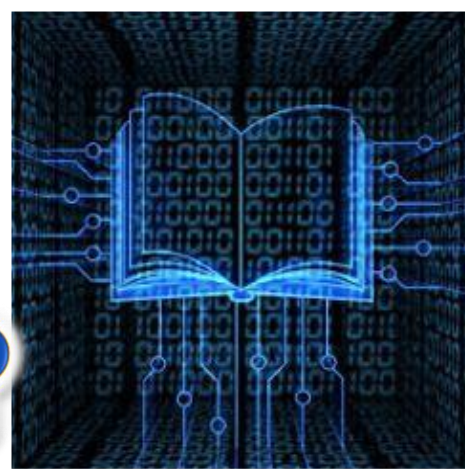
Information Overload

**“A wealth of information creates
a poverty of attention.”**

- Dr. Herbert Simon



What do these changes mean for workplace learning?



Our society has a much lower
attention span



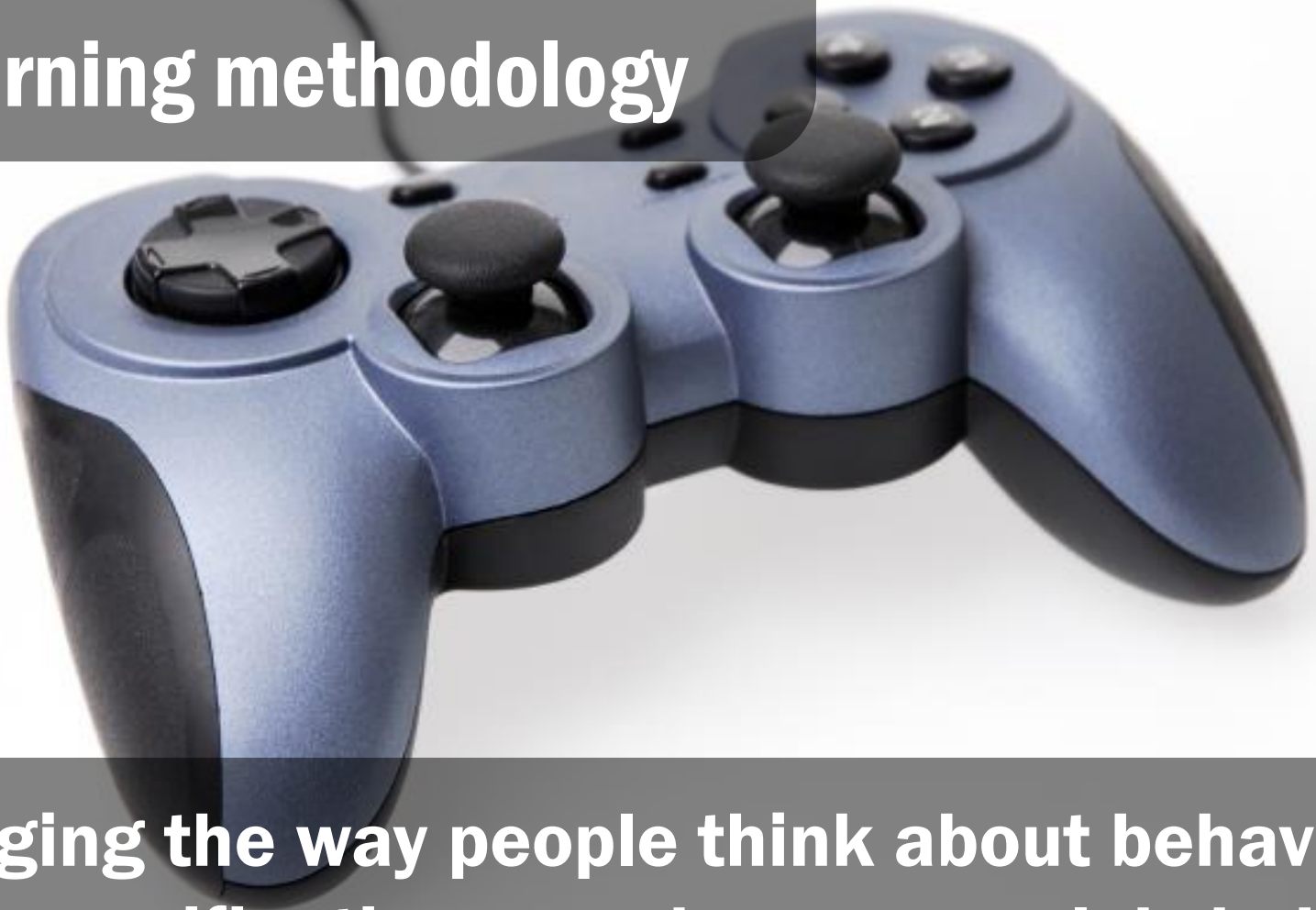
**We need to enhance engagement
and sustain attention
in a culture that requires
high stimulation.**





Training Trend #1: Pairing of rich-media with instructionally sound content

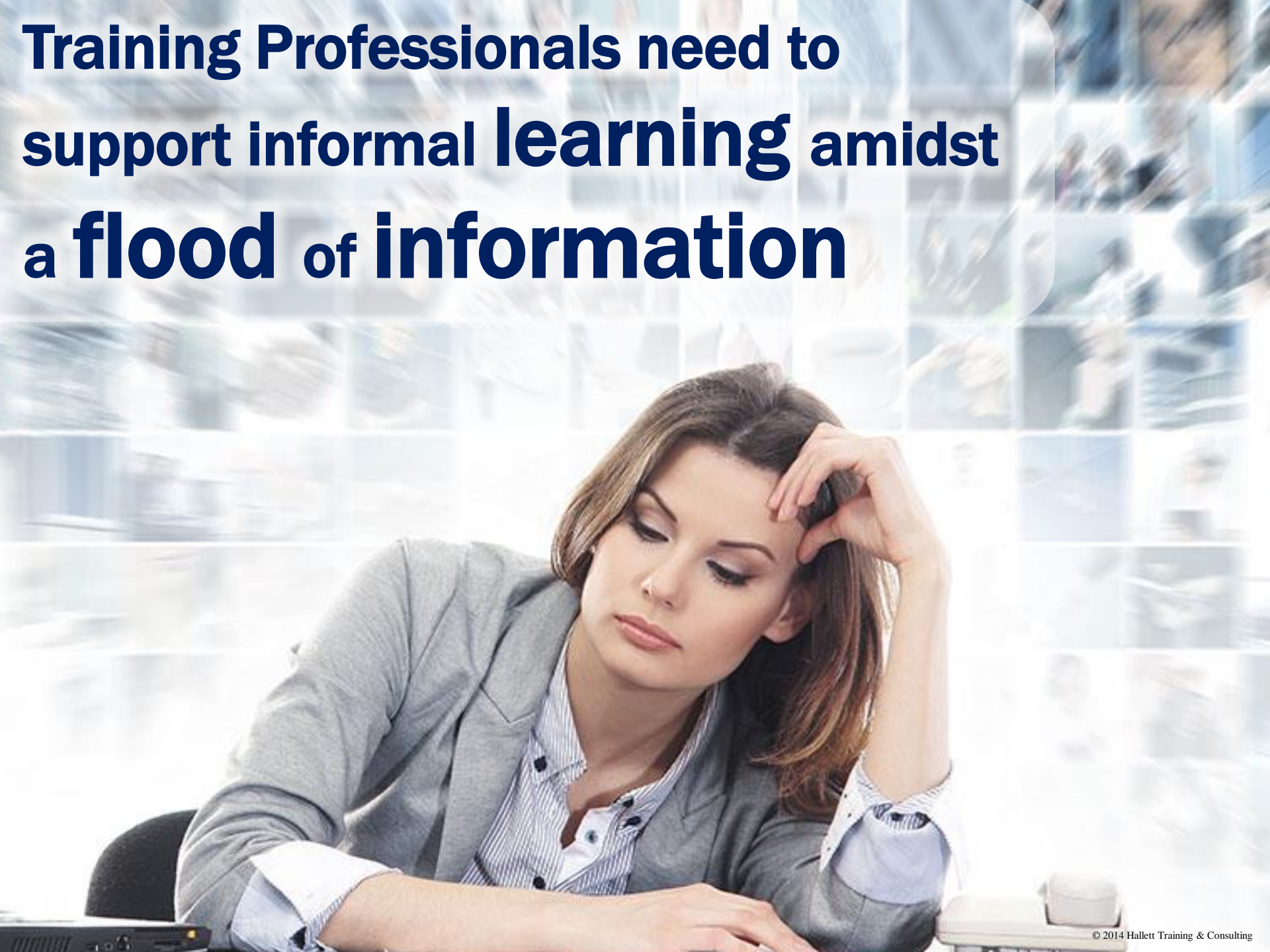
Training Trend #2: Growth of Gamification as a learning methodology



**By changing the way people think about behavior,
gamification can change people's habits**

**We live in an
age of
personal learning**





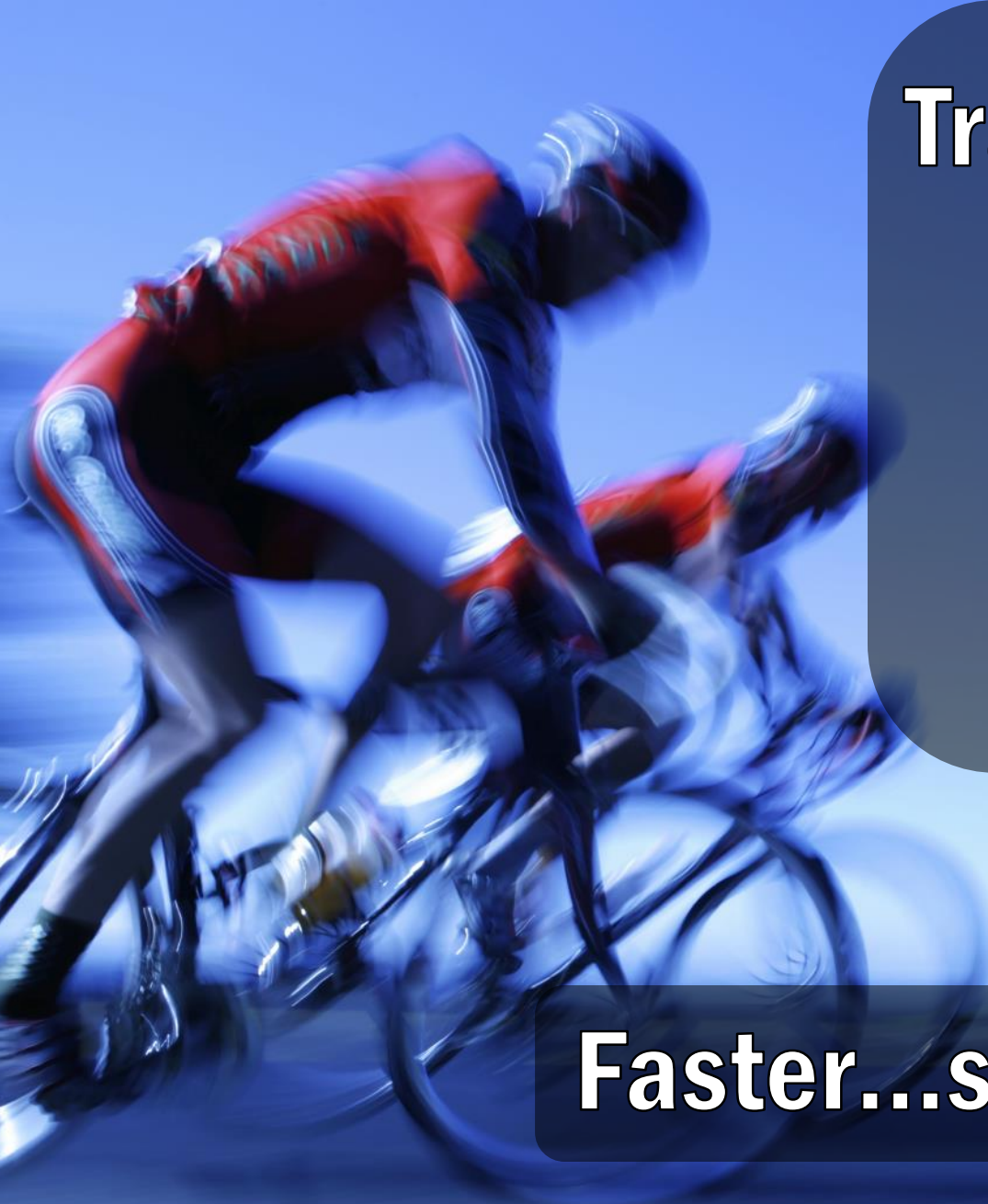
Training Professionals need to support informal **learning** amidst a **flood** of **information**



Training Trend #3:

The integration of Informal Learning

into the learning strategy



Training Trend #4: More and more **Rapid Learning**

Faster...smaller...bite-size



Training Trend #5: Renewed focus in the development of business acumen



What does the future of learning and development look like?



**The Competency
needed for the
future...**



**Learning
Community
Management skills**

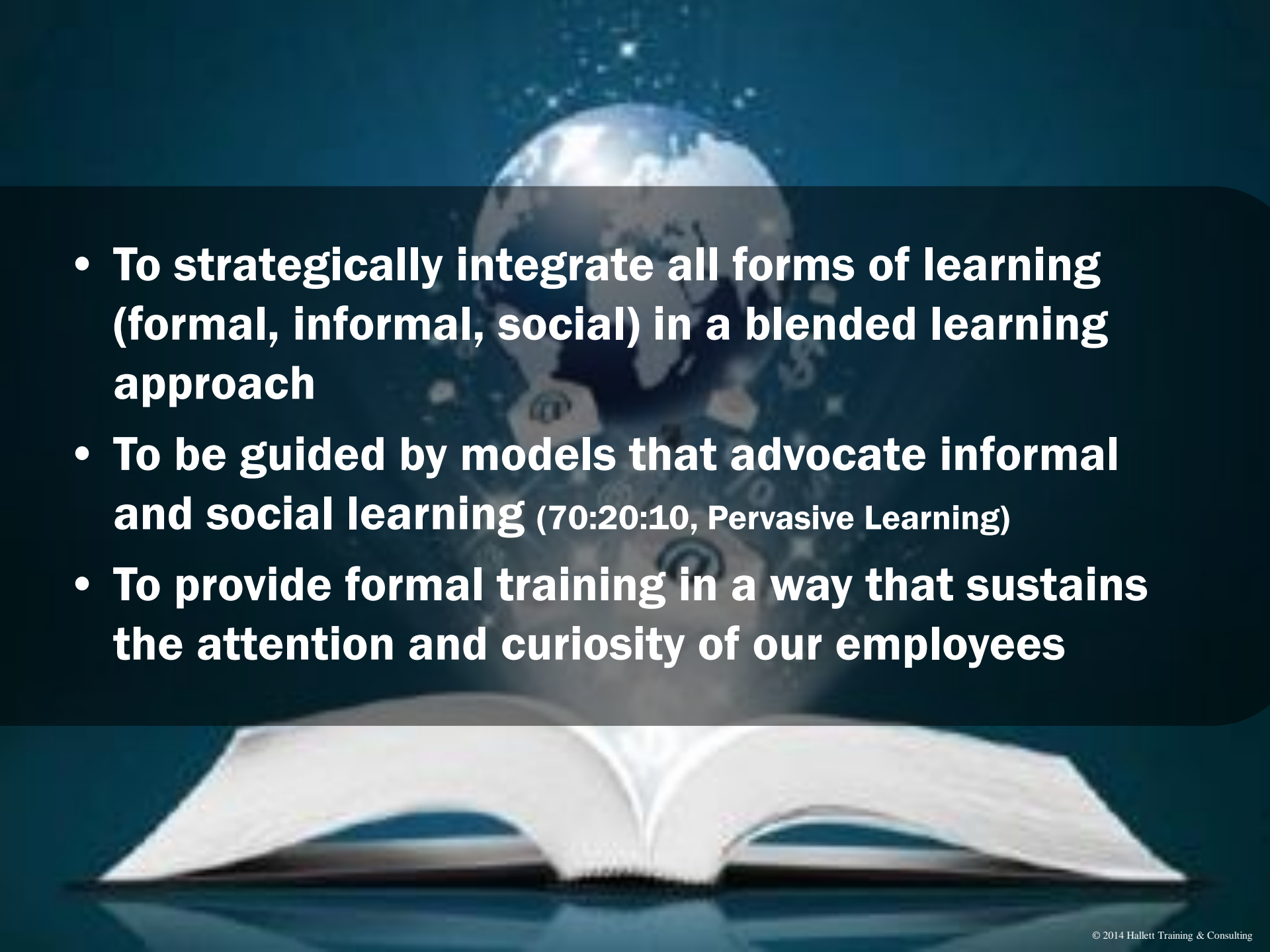
The Tools & Systems for the future...



...focused on tracking and supporting
learning experiences

The Strategy for the future...

A man in a dark suit stands with his back to the camera, looking out of a large, arched doorway. The doorway is framed by a dark, chalkboard-like surface. On the left side of the frame, there are various hand-drawn diagrams and icons in white chalk. These include a bar chart, a pie chart, a lightbulb, and several boxes containing the words 'CONCEPT', 'IDEA', 'CREATIVE', 'PROCESS', 'MARKETING', 'SALE', 'MONEY', 'PRODUCT', 'WORK', 'SUCCESS', and 'INVESTMENT'. On the right side, there are more diagrams, including a bar chart, a pie chart, a lightbulb, and several boxes containing the words 'PRODUCTION', 'MEDIA', 'WEB', 'STORAGE', 'WORK GROUP', and 'SUCCESS'. The man is standing on a dark, reflective surface, and his shadow is visible. The city skyline outside the doorway is a mix of modern and older buildings, with a prominent skyscraper in the center. The sky is blue with some clouds. The overall image conveys a sense of looking forward and planning for the future.

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- The background of the slide features a dark blue gradient. In the upper center, there is a glowing globe with white circuitry or neural network patterns overlaid on it. At the bottom of the slide, there is a high-quality image of an open book with white pages, resting on a dark surface that reflects the book. The text is presented in a white, bold, sans-serif font, organized into a bulleted list.
- **To strategically integrate all forms of learning (formal, informal, social) in a blended learning approach**
 - **To be guided by models that advocate informal and social learning (70:20:10, Pervasive Learning)**
 - **To provide formal training in a way that sustains the attention and curiosity of our employees**

The danger is **NOT** in

Change

**The danger is in our
ability to adapt
to change.**



A close-up photograph of a human hand, palm up, holding a small, transparent globe of the Earth. The globe shows the continents and oceans. The background is a deep blue with soft, out-of-focus light spots and rays emanating from behind the globe, creating a sense of depth and hope. The overall tone is inspirational and optimistic.

The future is in your hands.