

Built for Disruption

Architect an Ecosystem That's **Ready For Anything**



Axonify™



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The two most important words in today's workplace are ...

Disruption + Opportunity

Disruption Opportunity

Disruption can create new opportunities for organizations and employees.

Disruption



Opportunity

Disruption can also shift our focus to immediate problems and away from future planning.

46%

of employees say their organizations have reduced upskilling and reskilling opportunities.

Degreed – The State of Skills 2021



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17%

of executives say employees
are very ready to adapt, reskill
and assume new roles.

Deloitte - 2021 Human Capital Trends Report

Solve today's problems

Prepare for tomorrow



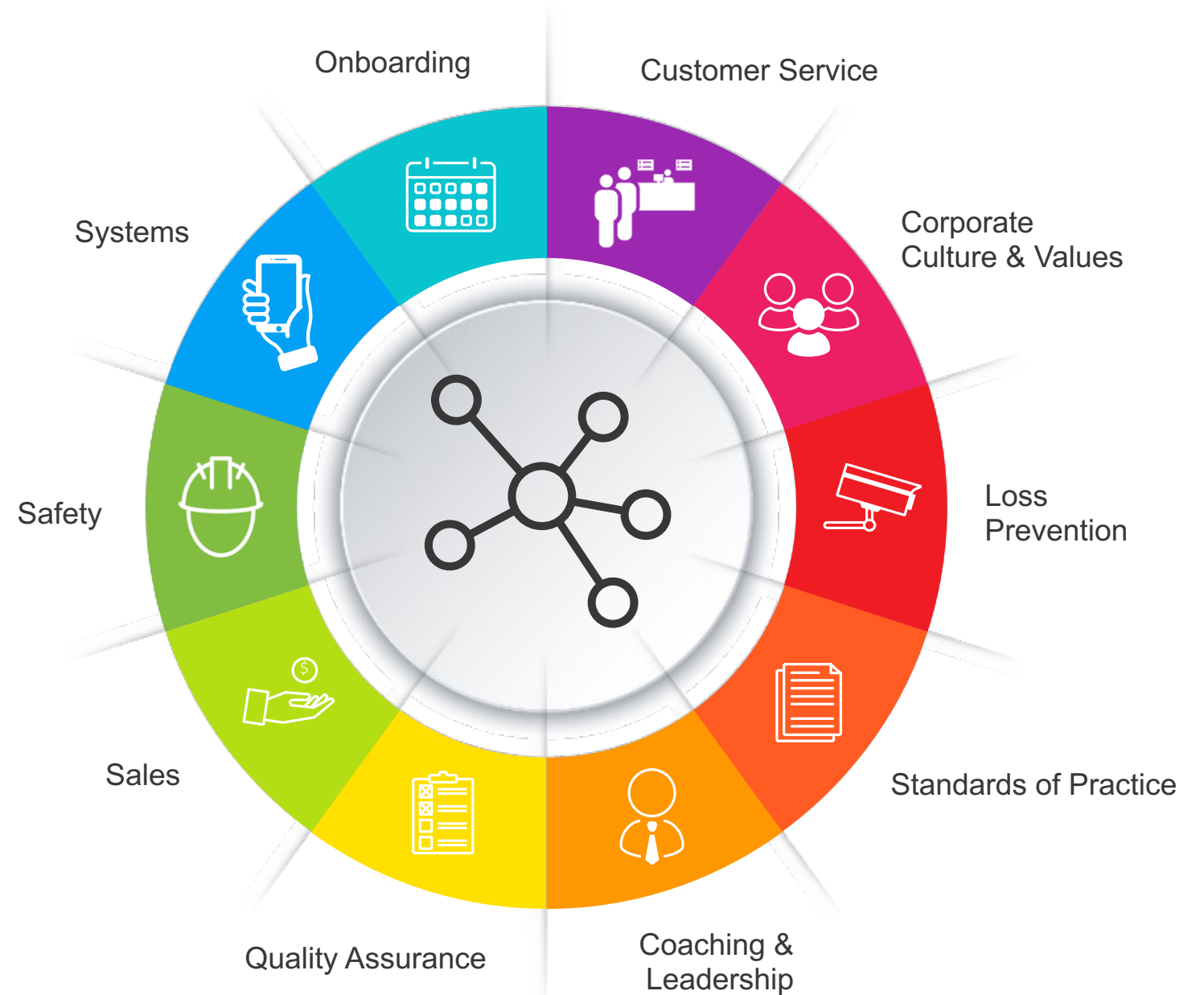
Disruption

Opportunity



L&D's new purpose is to restore balance by enabling agile organizations and employees.

A **modern ecosystem** must be built to support all workplace topics and use cases.



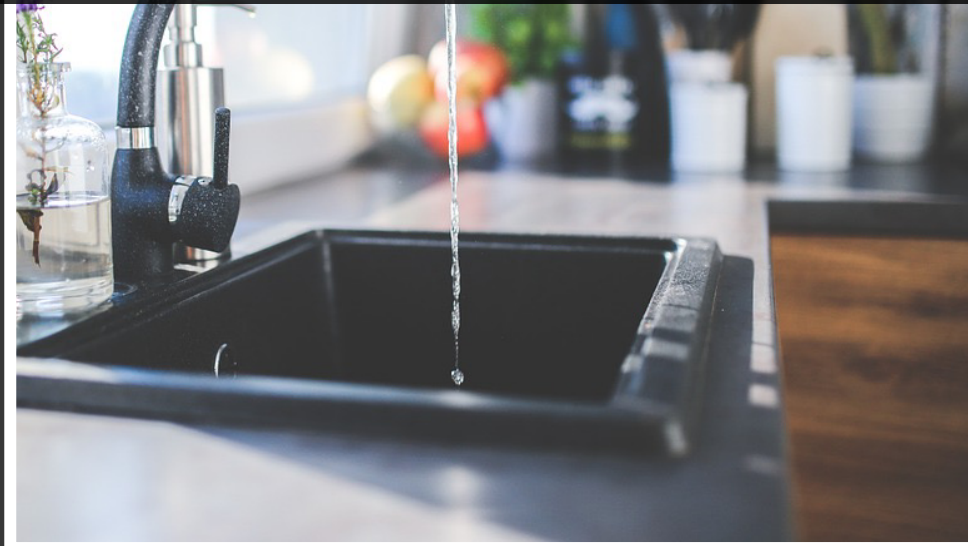
**Traditional learning tactics
cannot keep pace with
disruptive workplace change.**



Disruption-ready
organizations evolve
the way they think
about learning at work.



Learning must be like water. It can reach the **right places** at the **right times** to help you **solve problems**.



The six required components of a modern learning strategy must align with the everyday realities of our audience(s).



Shared Knowledge



Performance Support



Push Training



Reinforcement

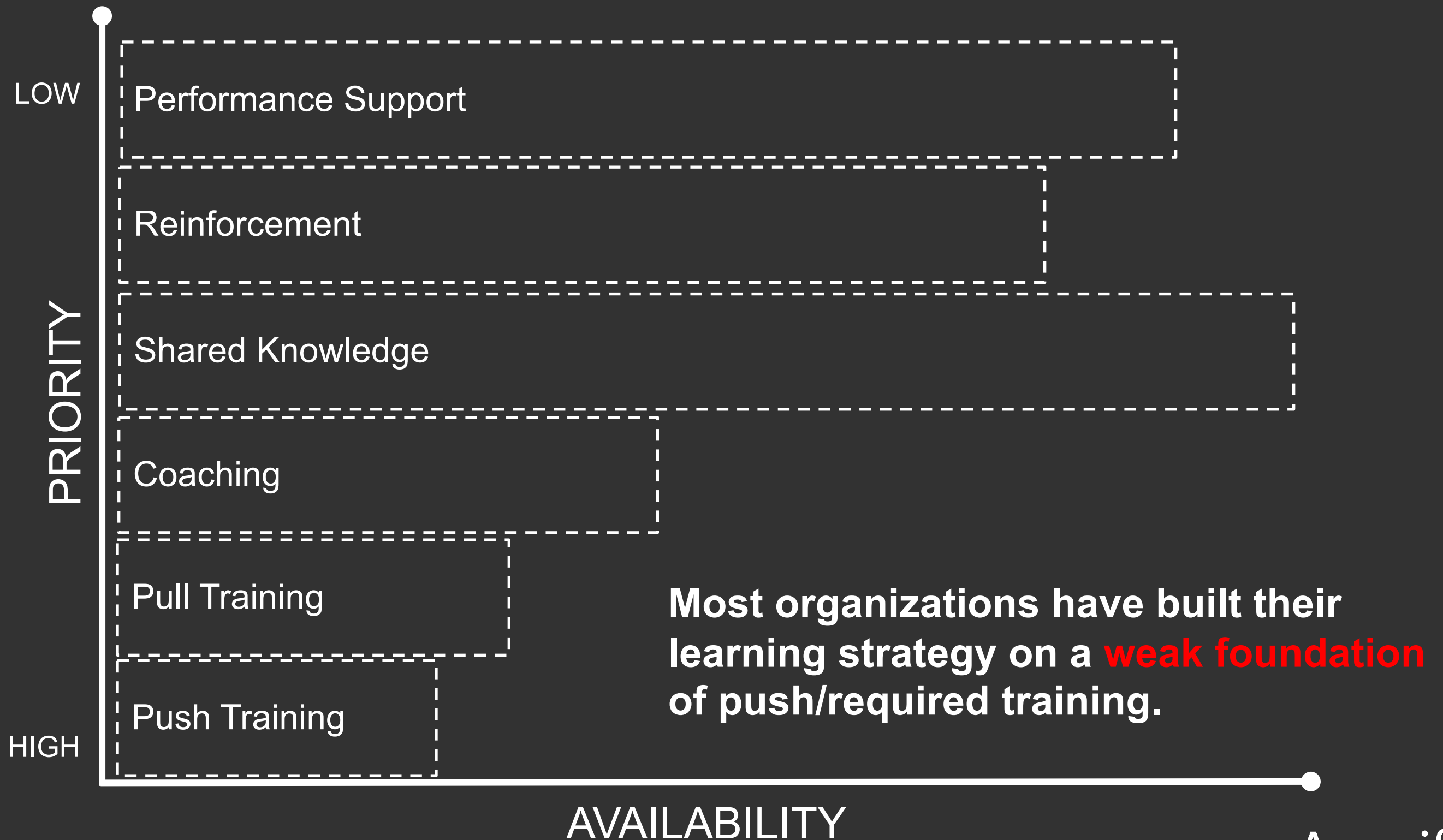


Coaching



Pull Training







We must rethink our **infrastructure** to get the **right support** to the **right person** at the **right time**.

STRUCTURE

Push Training

Pull Training

Coaching

Reinforcement

Performance Support

Shared Knowledge

The Modern Learning Ecosystem Framework™

AVAILABILITY

STRUCTURE

Can people reliably **find the information** they need to solve problems in the flow of work?

Shared Knowledge

AVAILABILITY

Can people **get help** if they cannot find the information and do not know the answer?

STRUCTURE

Performance Support

NEED
NICE

AVAILABILITY

Do people have an ongoing
opportunity to **practice**
applying their core job skills?

STRUCTURE

Reinforcement

NEED
NICE

AVAILABILITY

STRUCTURE

Coaching

Are managers provided with the **data and insights** needed to provide right-fit coaching?

AVAILABILITY

STRUCTURE

Pull Training

Do people have **on-demand access** to ongoing skill development resources?

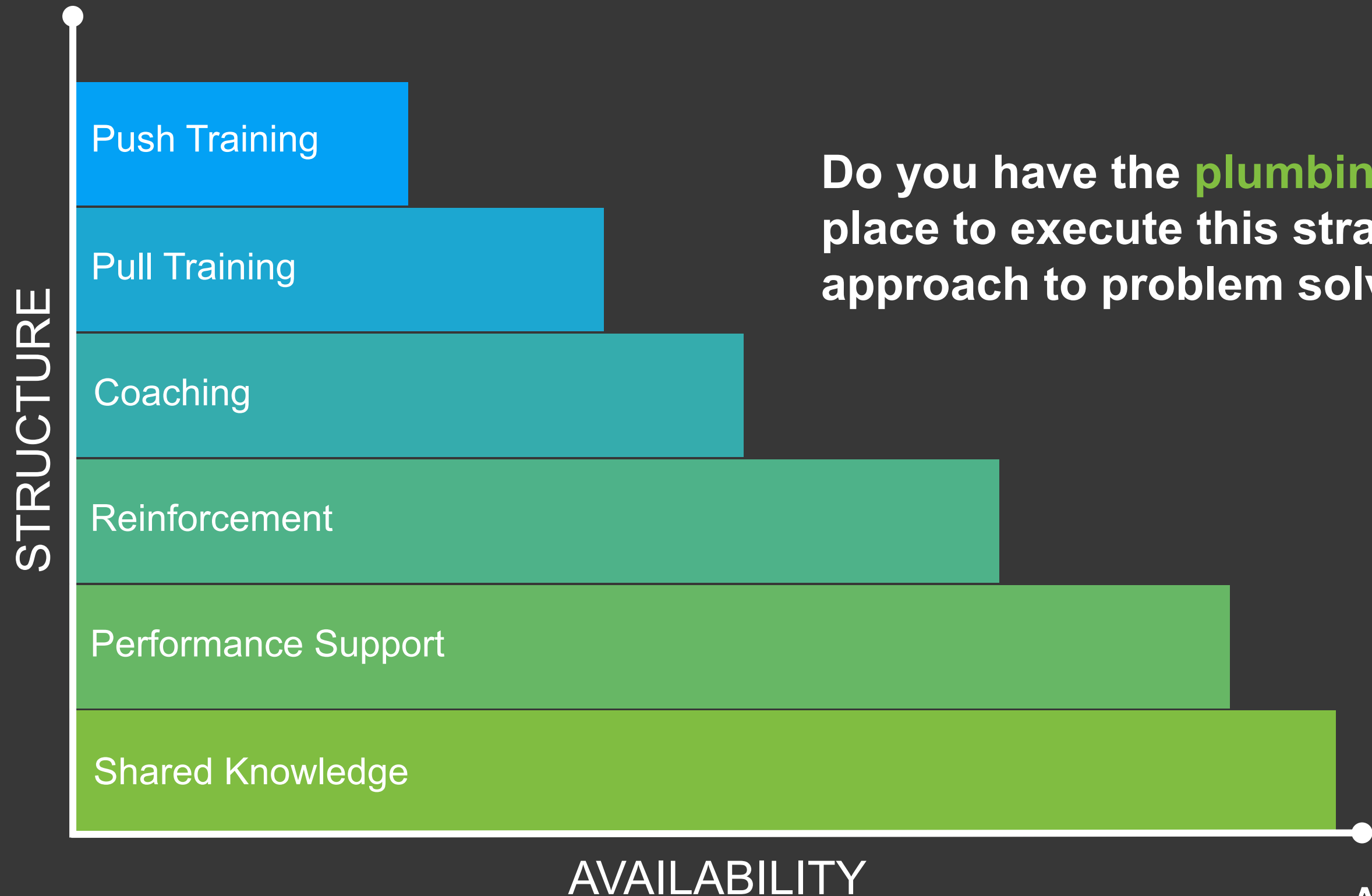
AVAILABILITY

STRUCTURE

Push Training

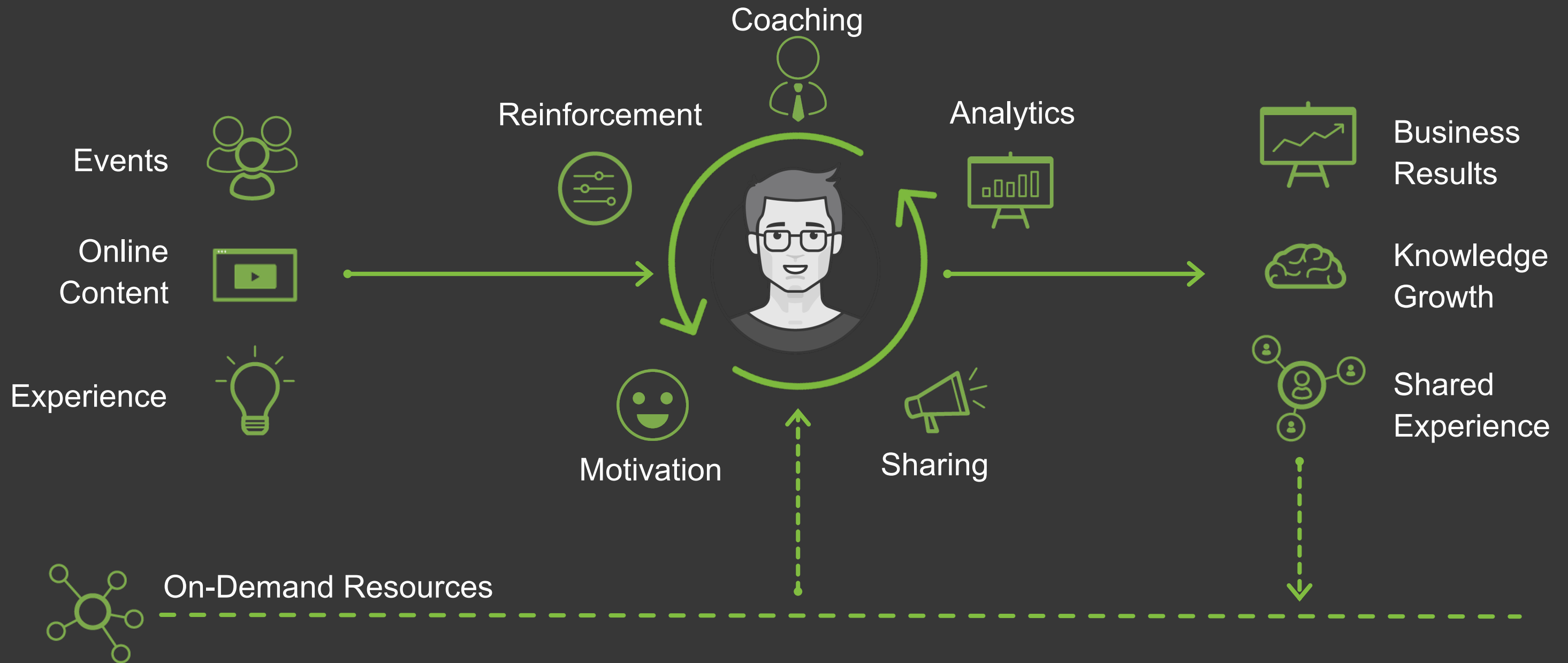
Is structured training delivered
only when it's the **right-fit**
solution to a problem?

AVAILABILITY



Do you have the **plumbing** in place to execute this strategic approach to problem solving?

A systems approach transforms learning from an event to **part of everyday work**.



A systems approach provides a wider range of right-fit solution **options**, helping you better **connect** L&D activities with measurable **results**.





CONTEXT

when and where does the person need help?

CRITICALITY

how problematic is failure for this topic?

COMPLEXITY

how challenging is this topic to master?

TIMELINESS

how quickly is an intervention required?

STRUCTURE

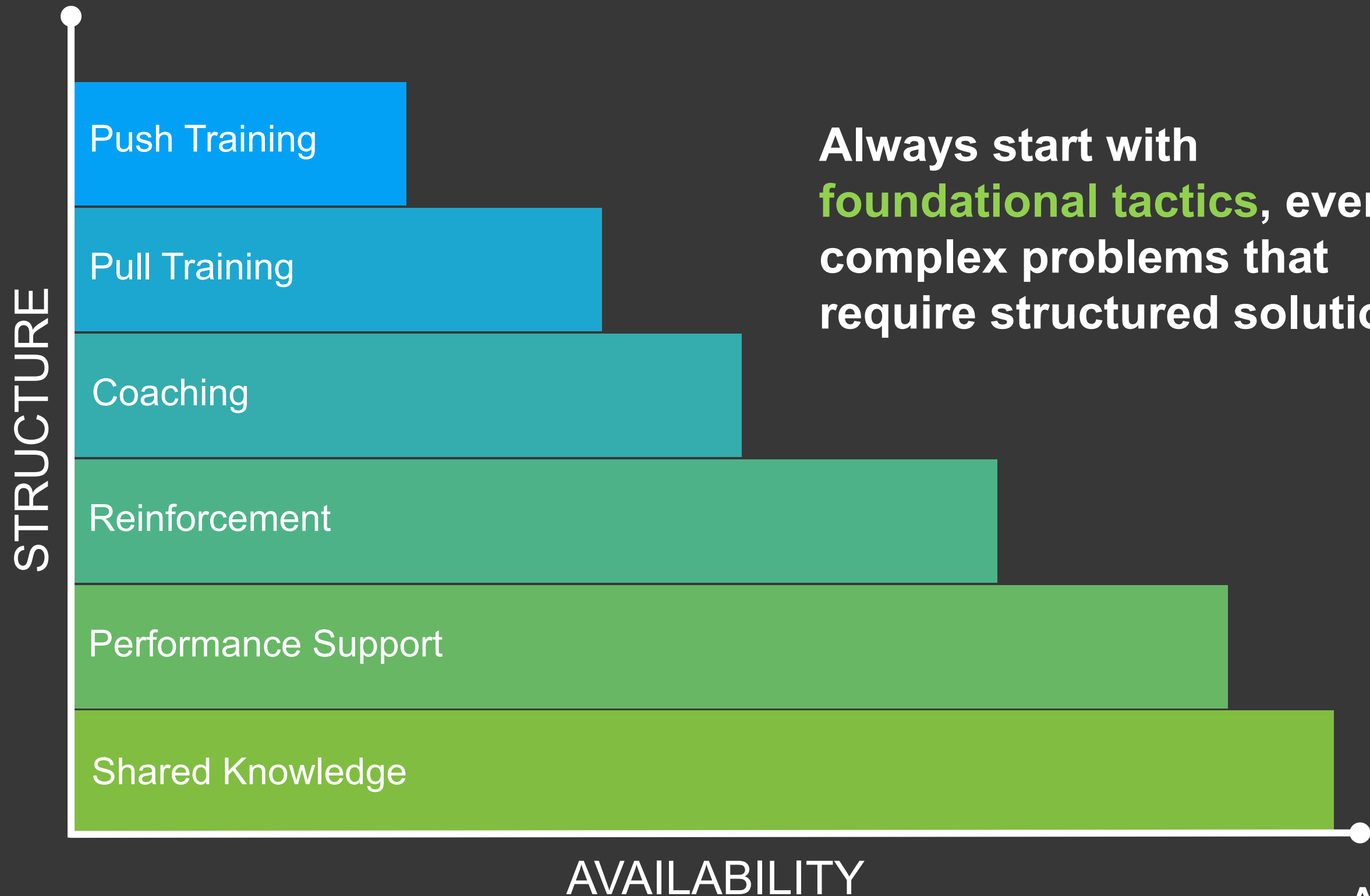
**Apply only the layers and tactics
needed to **solve the problem.****

Reinforcement

Performance Support

Shared Knowledge

AVAILABILITY



Always start with **foundational tactics**, even for complex problems that require structured solutions.



For example ...

**An electronics retailer
wants to reduce shrink
rate within its stores.**



A man and a woman are in a retail store, looking at a handheld device. The man is holding the device and pointing at the screen, while the woman looks on. They are both smiling. In the background, there are shelves with various items, including what looks like a white Apple logo. The image is overlaid with a semi-transparent dark blue layer.

CONTEXT

Training must be completed on the store floor using available devices.

CRITICALITY

Considerable loss of potential revenue.

COMPLEXITY

Simple concepts but not often applied.

TIMELINESS

Now.

STRUCTURE

**60% reduction in shrink
within 6 months**

Reinforcement

MC Scenarios

Performance Support

Existing Hotline

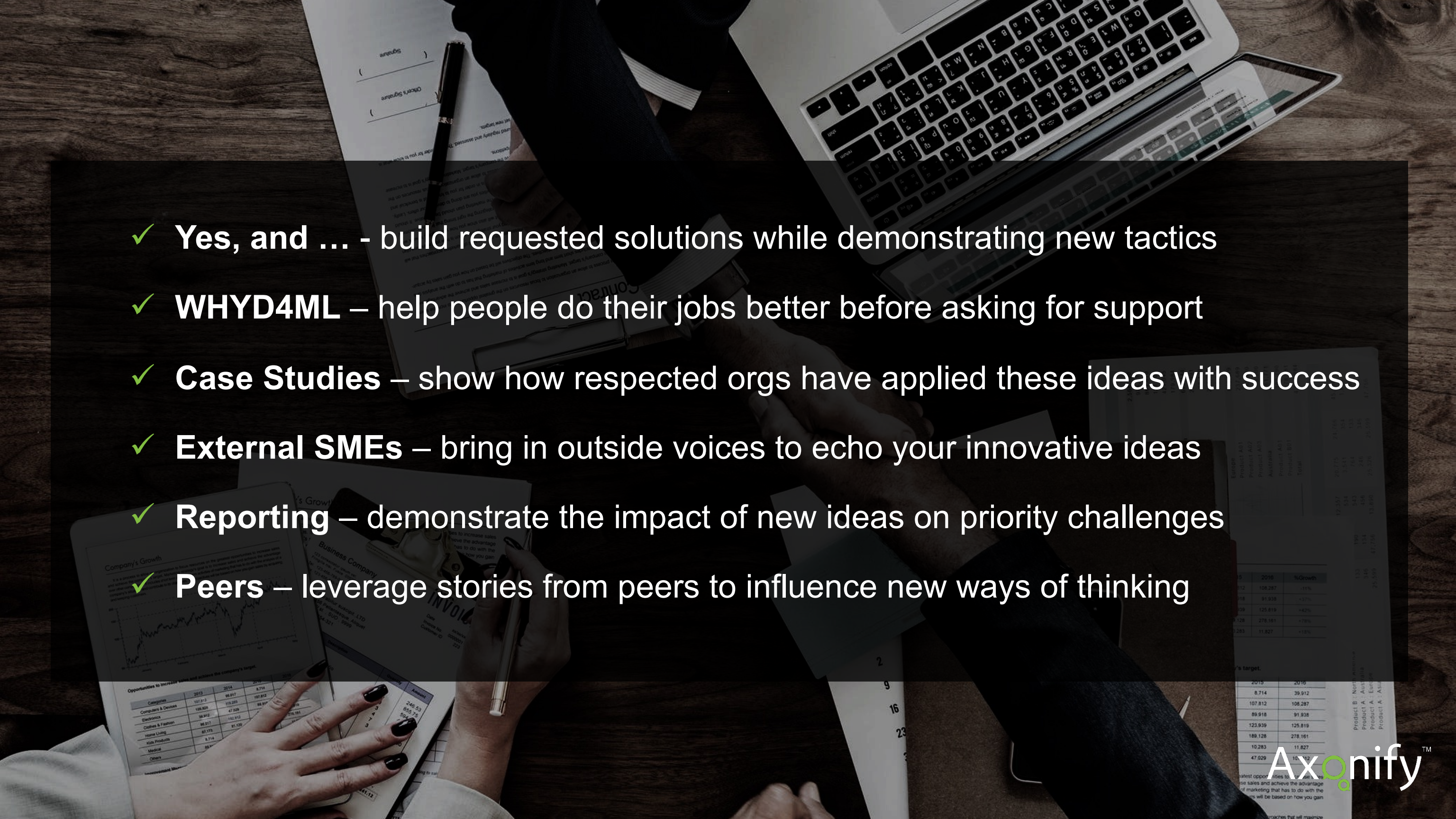
Shared Knowledge

Searchable Policy


AVAILABILITY



We must **influence** the way people think about workplace learning across the organization.

- 
- ✓ **Yes, and ...** - build requested solutions while demonstrating new tactics
 - ✓ **WHYD4ML** – help people do their jobs better before asking for support
 - ✓ **Case Studies** – show how respected orgs have applied these ideas with success
 - ✓ **External SMEs** – bring in outside voices to echo your innovative ideas
 - ✓ **Reporting** – demonstrate the impact of new ideas on priority challenges
 - ✓ **Peers** – leverage stories from peers to influence new ways of thinking

**An organization can only transform
as fast as people can learn.**



L&D must architect the infrastructure to facilitate the **ongoing flow of learning and support** opportunity throughout the organization.

Solve today's problems

Prepare for tomorrow



Disruption

Opportunity



Modern Learning Ecosystem

From Programs

To Channels

From Courses

To Resources

From the Flow of Work

To Part of the Job

From Checking Boxes

To Building Agility



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Be well.