



# JD Dillon

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Axonify

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To provide value in the modern workplace, L&D must identify the root challenges that inhibit employee development and performance.



# 3 Fundamental L&D Challenges

1

## legacy

"Learning looks like school."

2

### time

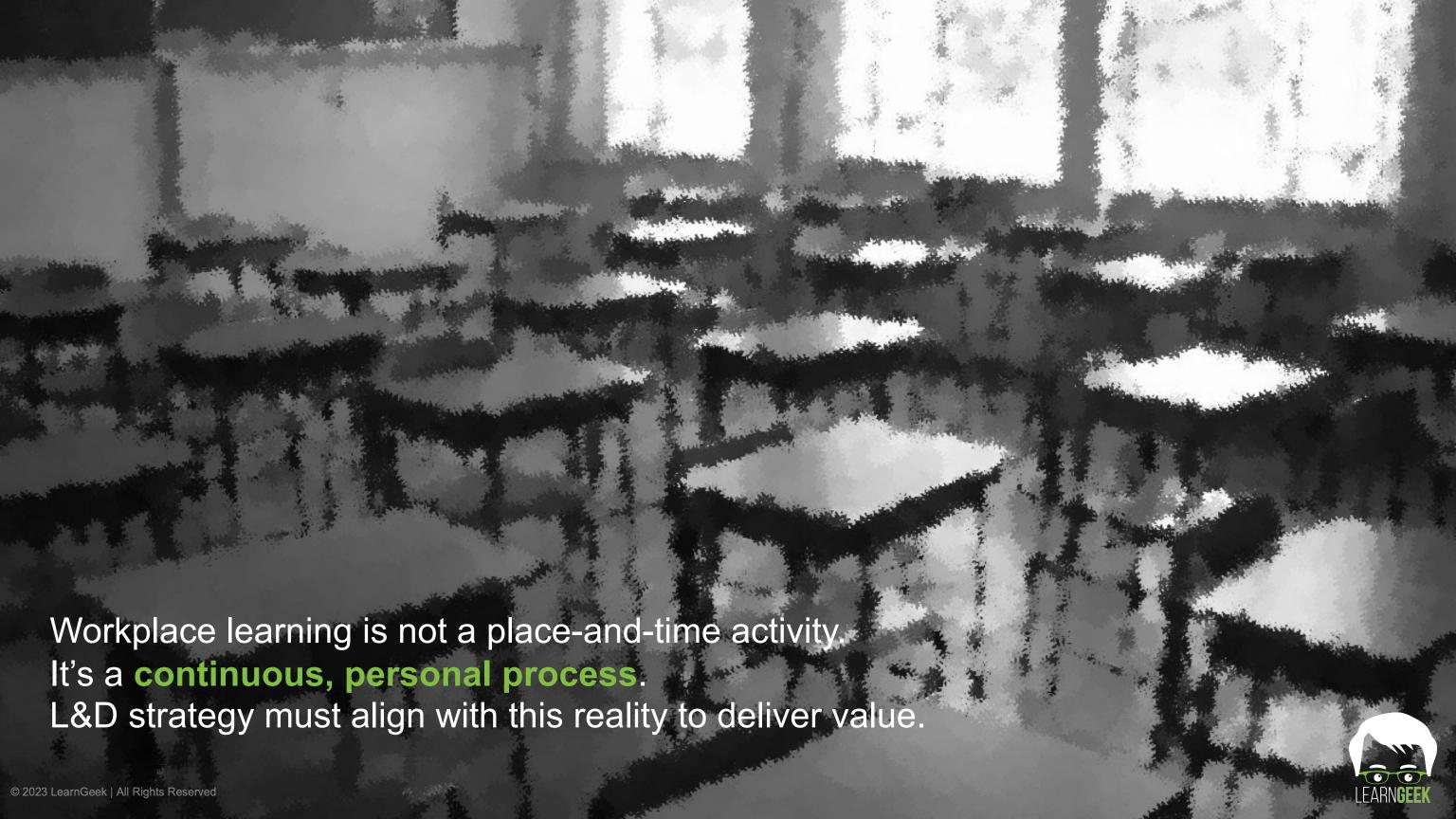
"We don't have time for learning."

3

# change

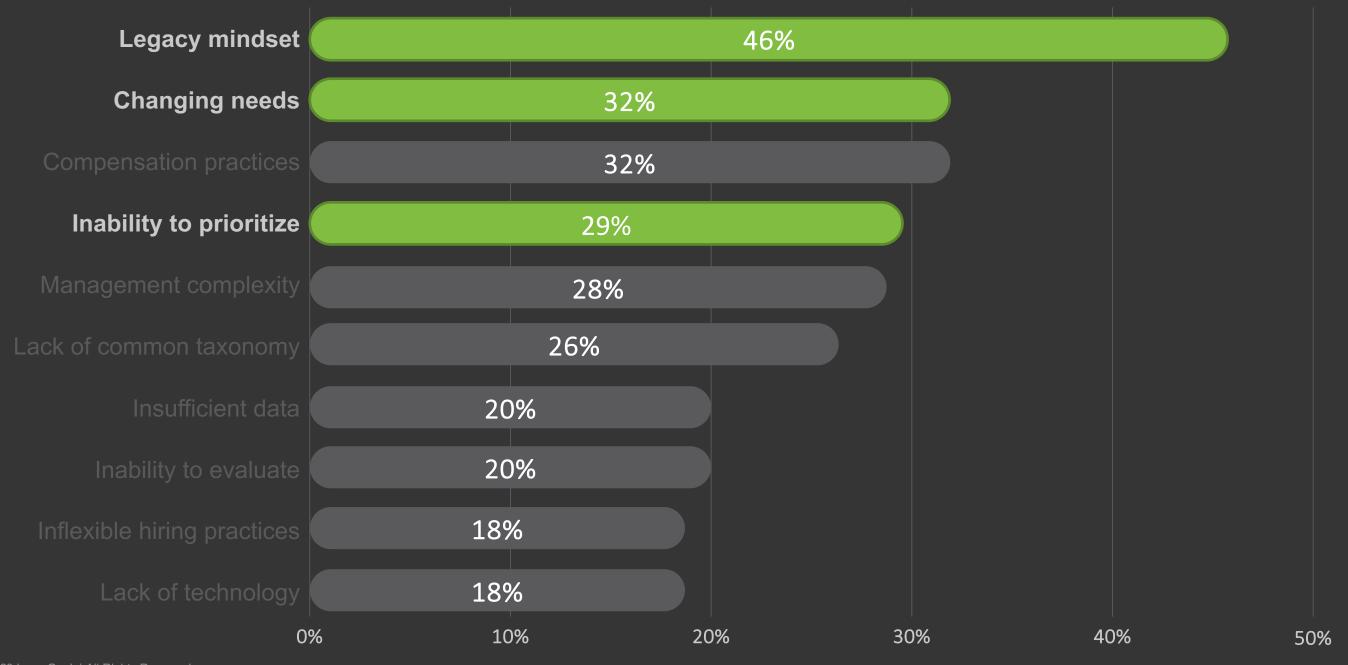
"We just can't keep up."





#### Obstacles to transforming into a skills-based organization

Building tomorrow's skill-based organization | Deloitte | 2022





### SKILLS GAP

# OPPORTUNITY GAP



Mindset Gap



Priority
Gap



Inclusion Gap



Reality Gap



Digital Gap





mindset

How we think about learning and support



infrastructure

How we enable learning and support

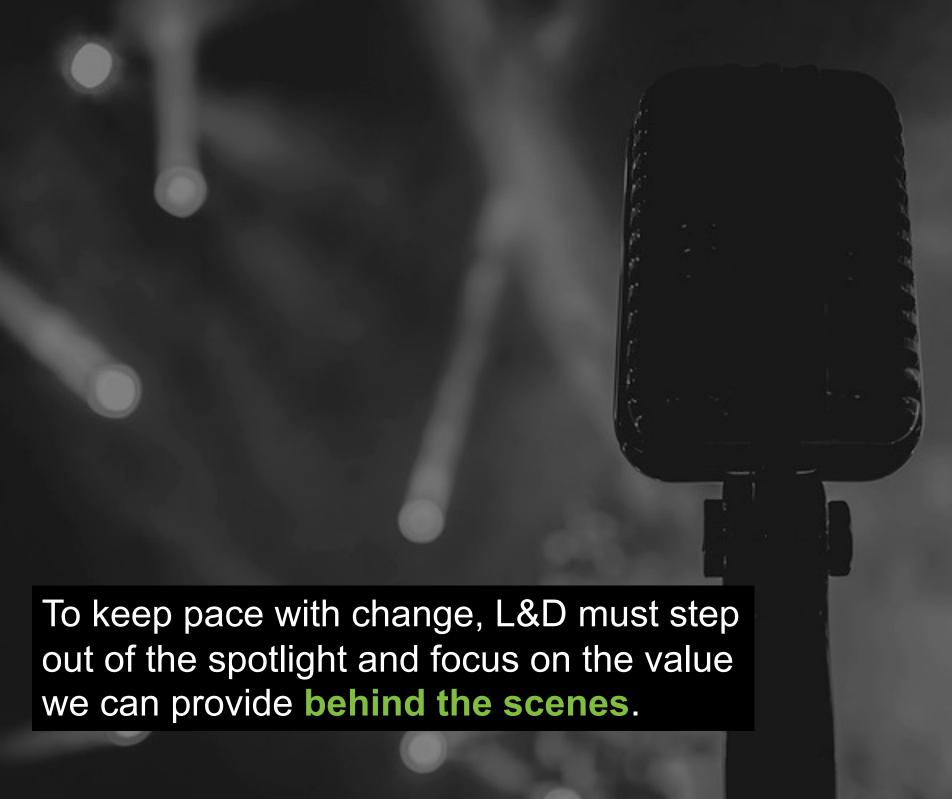


influence

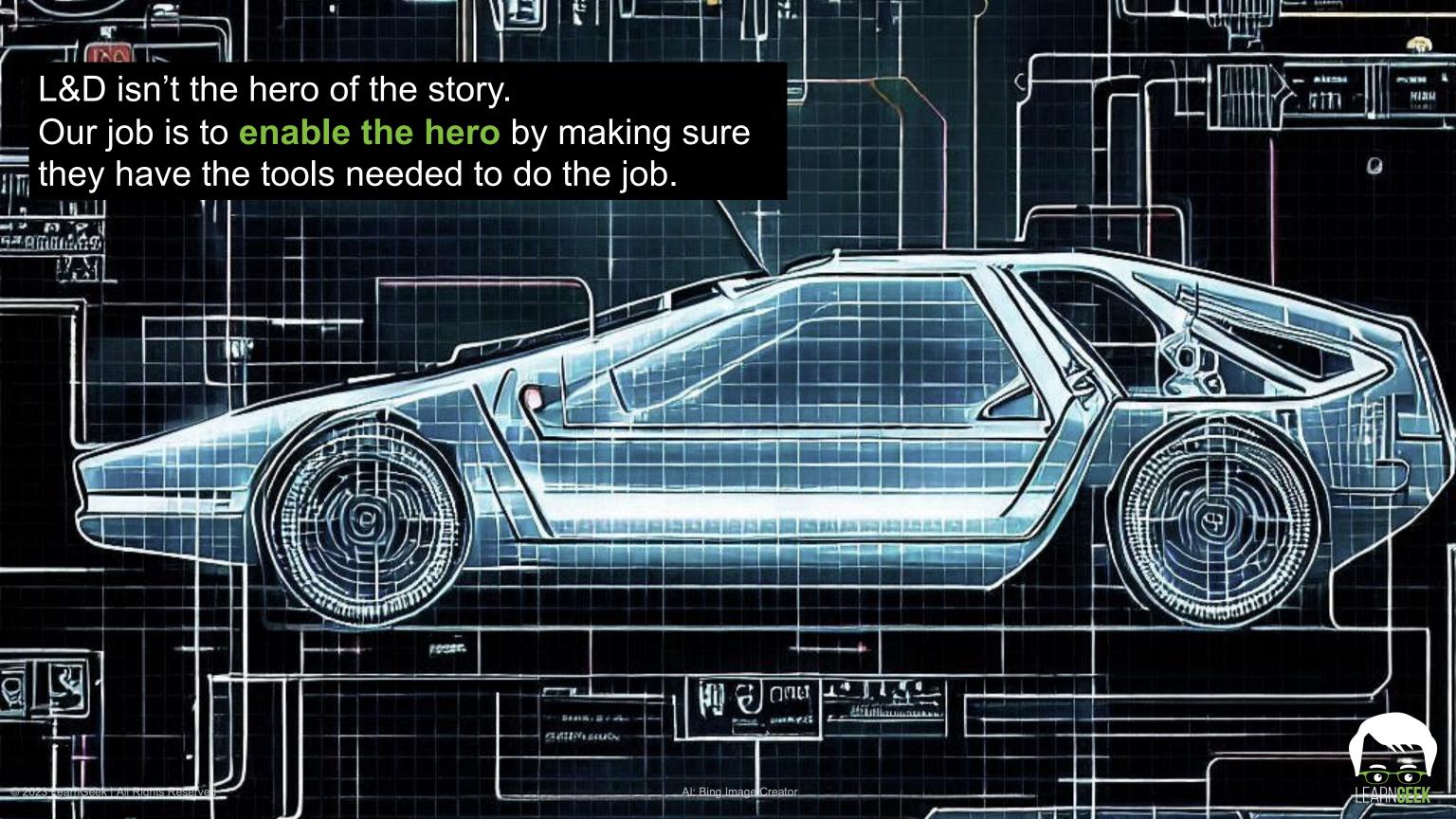
How we gain buy-in for learning and support

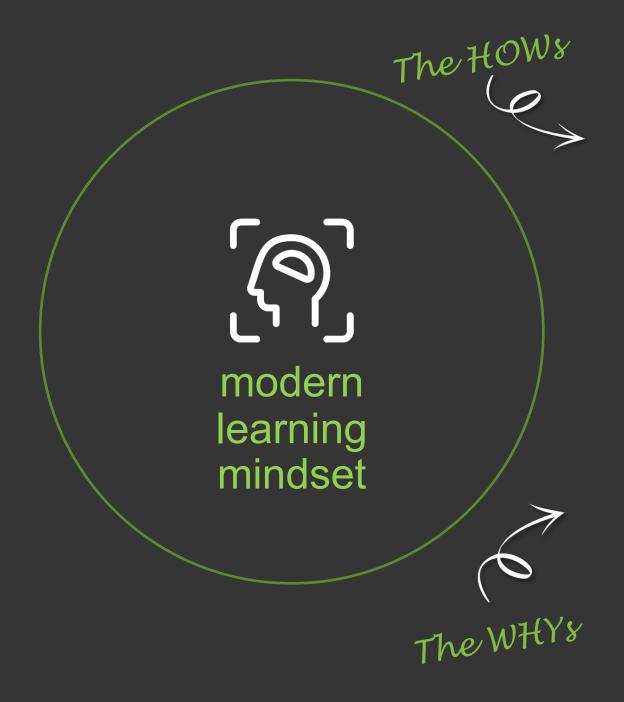












Make learning a critical part of work(flow).

Take advantage of the full ecosystem.

Apply data to accelerate decision-making.

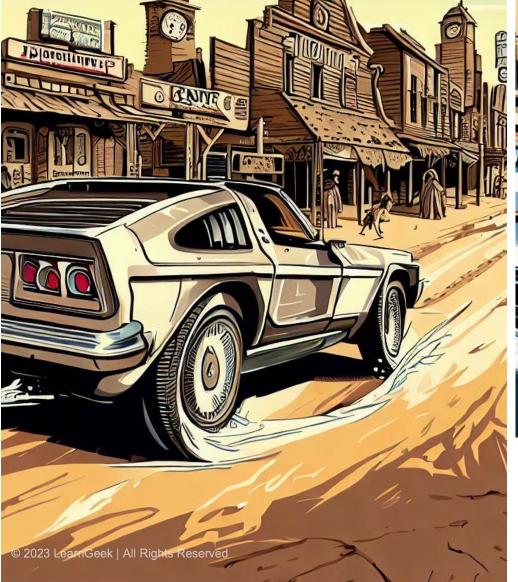
Provide an equitable experience at scale.

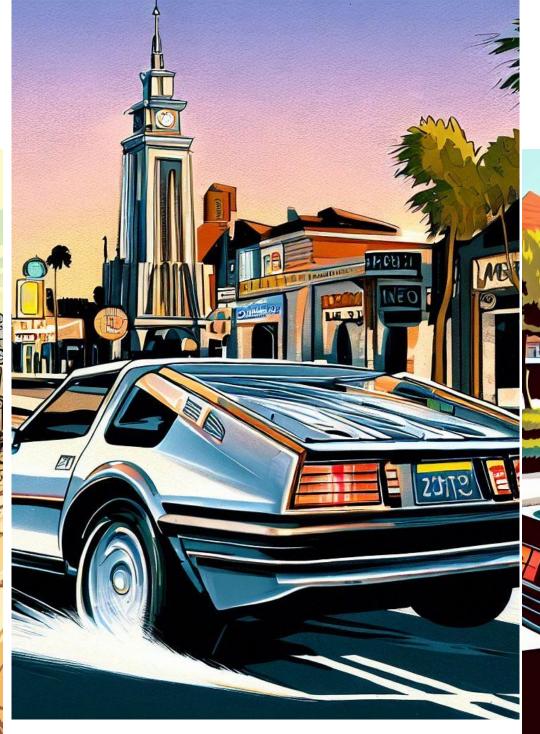
Drive clear business impact.

Foster persistent organizational agility.

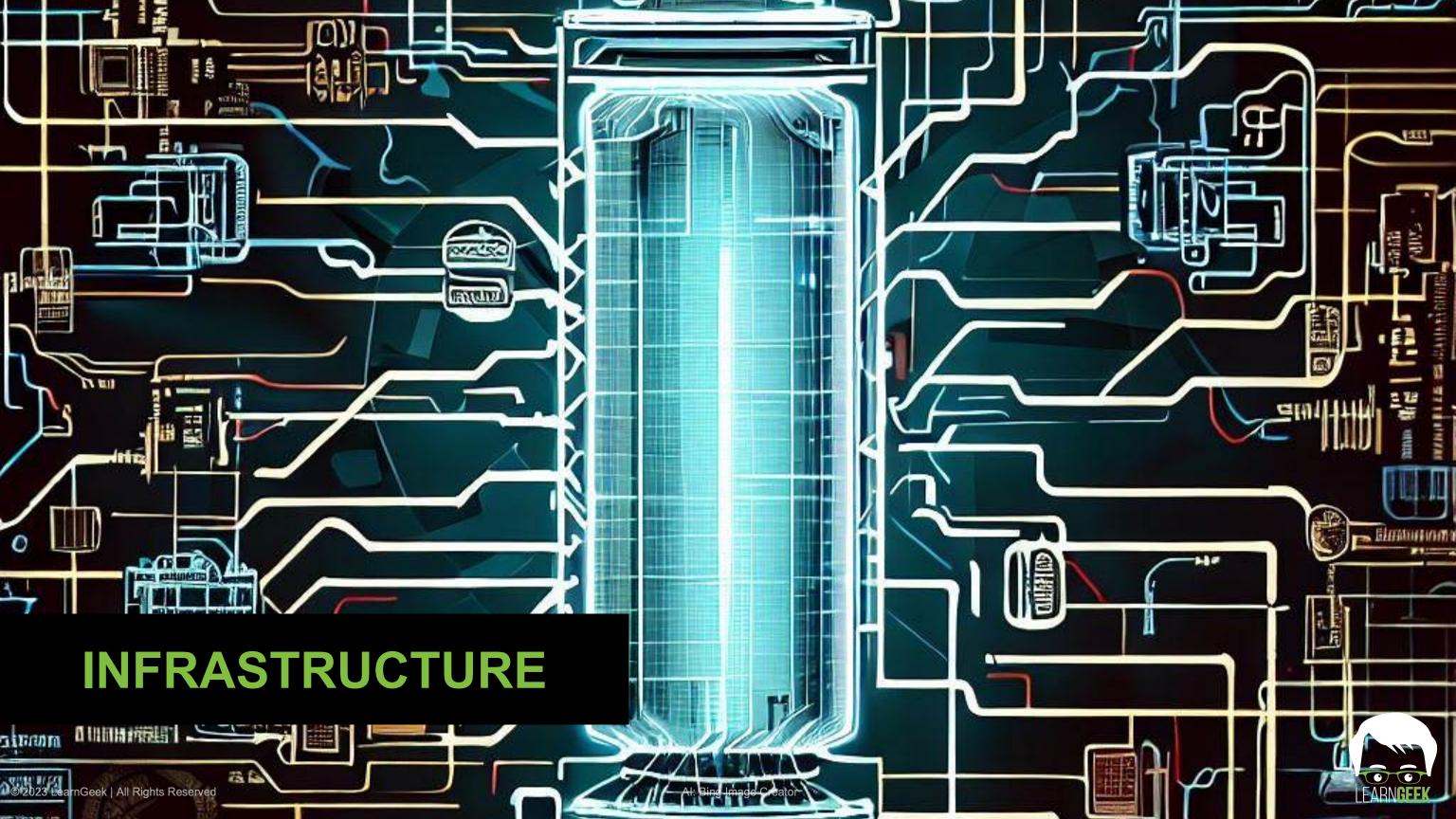


L&D must activate channels across the organization to deliver support when and where it's needed.









## Everyone needs + deserves six things.



Timely, consistent, reliable communication



Persistent, actionable coaching and feedback



Training on core job knowledge and skills



Ongoing practice and reinforcement

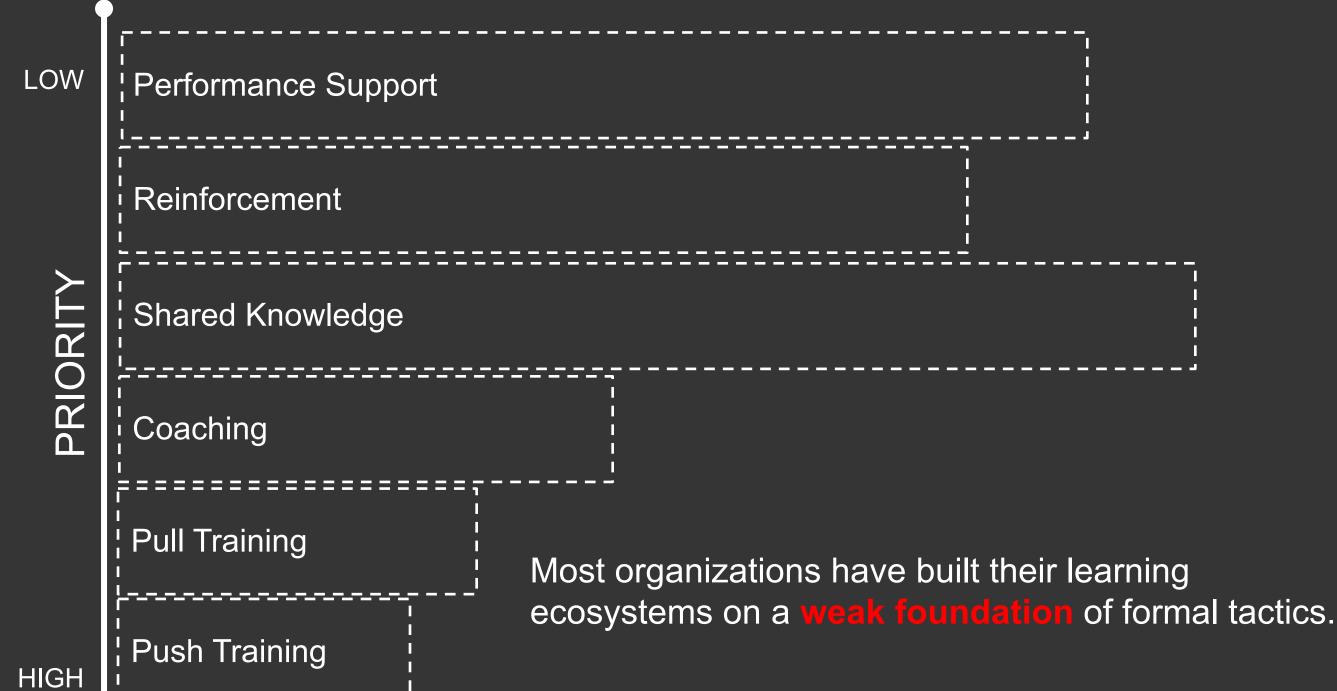


Access to on-demand performance support



Opportunities to develop and apply new skills

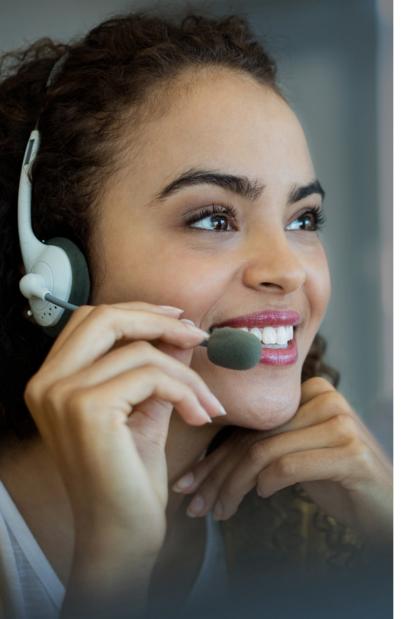














Our goal is to provode a consistent support experience for every employee that fits into their workplace reality.



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

Shared Knowledge



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

Performance Support



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

Reinforcement





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

Coaching





**Pull Training** 

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



**Push Training** 

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



**Push Training** 

**Pull Training** 

The Modern Learning Ecosystem Framework™

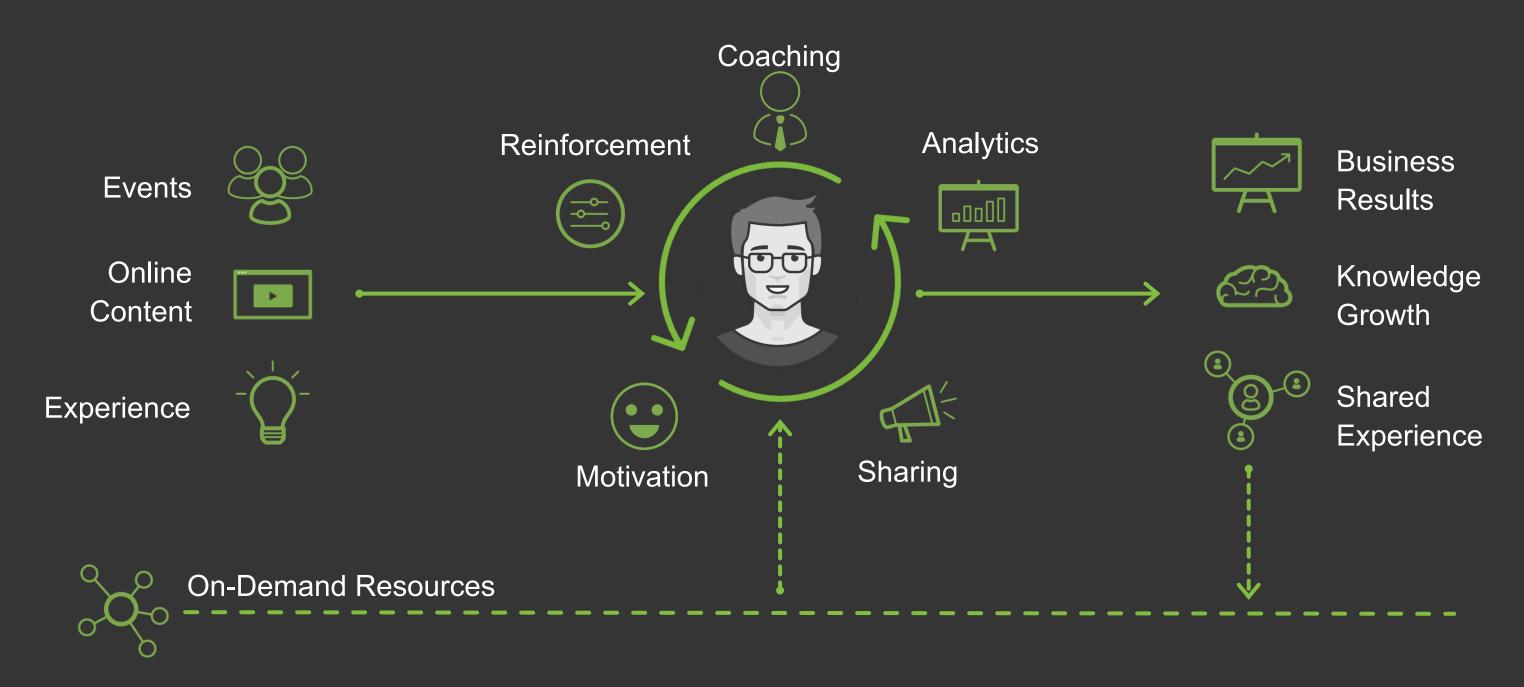
Coaching

Reinforcement

Performance Support

Shared Knowledge



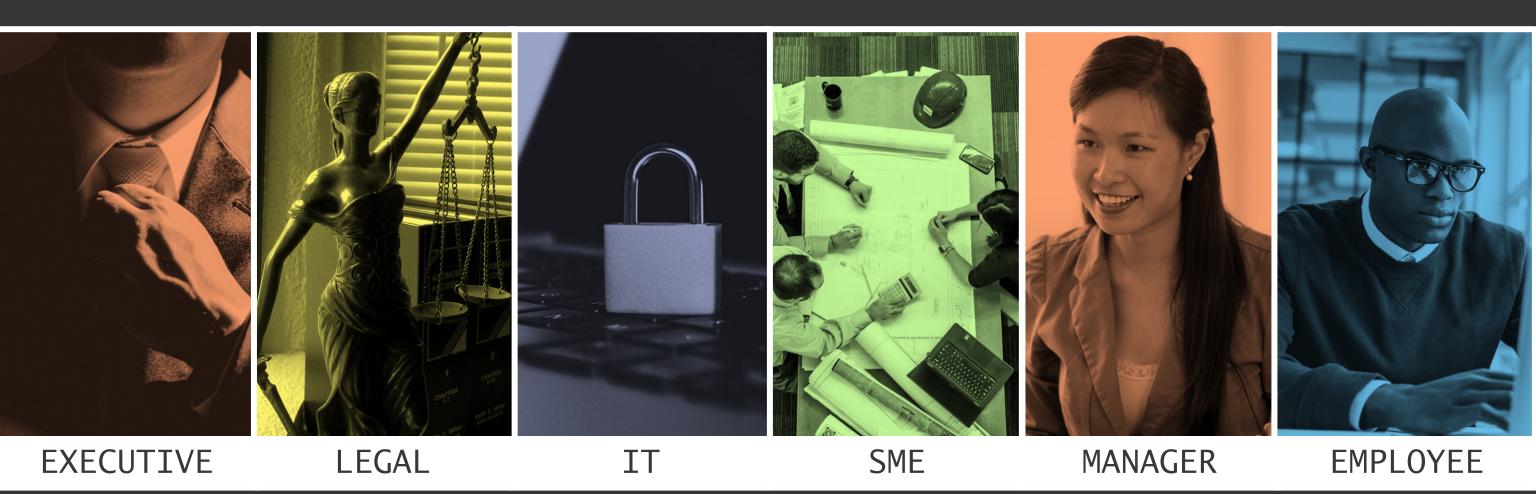


This is learning and support as an always-on system of work.









- ✓ What do they care about?
- ✓ How are they held accountable?
- ✓ How are they motivated?
- ✓ What's their experience with workplace learning?
- ✓ How can you provide value?















EXECUTIVE

LEGAL

IT

SME

MANAGER

**EMPLOYEE** 



case study



outsiae expert



reporting



roadmap



peer stories



job support



yes, and...



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



Organizations understand the importance of growing and maintaining a highly-capable workforce.



This is L&D's opportunity to transform.



### legacy practice

build courses

deliver programs

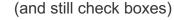
partner with SMEs

manage projects

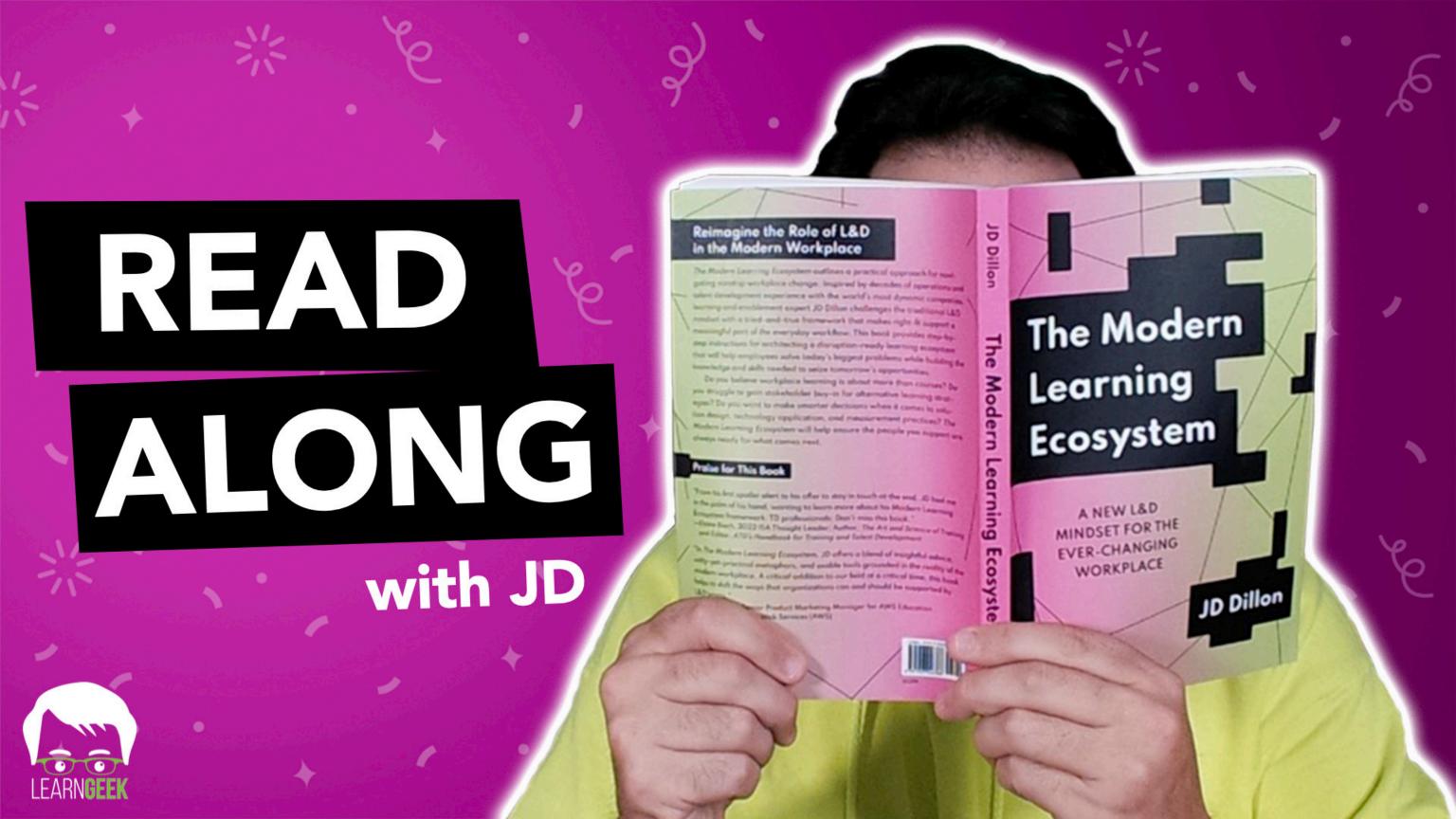
check boxes

### modern mindset

curate resources
open channels
enable collaborators
maintain systems
foster agility









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