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Trends in 2016



This is a bonus webcast from the October 2015 issue of *TD* magazine.



Pat Galagan
Editor-at-Large
TD Magazine

What we will cover

- Trends influencing the talent development profession
- Which trends affect you most
- Tips and sources for tracking trends

Fixing Performance Management

“Performance management is broken.”

In a public survey in 2014, Deloitte found that more than half the executives questioned (58%) believe that their current performance management approach drives neither employee engagement nor high performance.



Pierre Nanterme, CEO Accenture

- “Once a year I’m going to share with you what I think of you. It doesn’t make any sense.”



Rahul Varma



Chief Talent Development Officer, Accenture



Poll: Has your firm changed its performance management practices in the past two years?

- Completely
- Partially
- Not at all

Questions ???

MEETING THE NEED FOR NEW SKILLS



Social skills

- Occupations that require strong social skills have grown much more than others since 1980.

Thinking Skills



What every
business needs is
more people who
think.”

Thomas J. Watson, Sr.
Chairman and CEO of IBM
1914 to 1956

IBM's Phil Gilbert



Bringing design thinking to IBM

Questions ???

SLOWING DOWN AND SIMPLIFYING

The symptoms

- One-third of workers do not feel comfortable taking vacation time. (Deloitte Well-being Survey)
- Knowledge workers spend an average of 104 minutes each month in conference calls. (Wainhouse Research)

The symptoms

- The average hours worked by full-time employees in the U.S. is 47 hours (Gallup)
- 60% of work interruptions are caused by social media activities (Hormon.ie)
- Complexity is killing innovation, slowing decisions, and impeding business processes. (SAP)

Poll: Which of these are issues in your organization?

- Information overload
- Perpetual interruptions from social media
- 24/7 work cultures
- Too much complexity
- Lack of agility
- Disengaged employees
- None of the above

“The trouble with the rat race is that even if you win, you’re still a rat.”

Lily Tomlin

Rat Race

You?
↓
↑
Still a rat



“After nearly 7 years as CFO, I will be retiring from Google to spend more time with my family.”

Patrick Pichette, March 2015



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The Slow Work Movement

Alternating “mindful” (cognitively demanding) activity with “mindless” (cognitively easy)

Slow work is about stepping away from nonproductive activity and allowing time for creativity.

Peter Bacevice

Time Magazine Essay



Firm 40

“Give us 40 hours. The rest is yours.
That’s our philosophy.”

Mat Ishbia, CEO
United Shore Financial Services



Trying to satisfy employees

- Paying women to freeze their eggs (Facebook/Apple)
- Paternity leave (Facebook)
- Pets at work (Google, Ben and Jerry's, Amazon)
- Nutritious free meals at work (Many tech companies)
- No tracking of time worked (Netflix)
- Fully paid college tuition (Starbucks)

Zuckerberg takes two months paternity leave.



Meyer takes minimal maternity leave and vows to work throughout



Questions ???



USING LEARNING TECHNOLOGY

Popular now

- Automated content creation
- Augmented learning
- Gamification
- Moving to the cloud
- Mobile learning

Poll: check all the technologies you plan to use for talent development in 2016

- Automated content creation
- Augmented learning
- Gamification
- Moving learning to the cloud
- Mobile learning

New approaches

- Mastery learning
- Micro-learning
- Personalized learning

- Crowdsourced learning

Poll: check all tech-based learning methods in use where you work

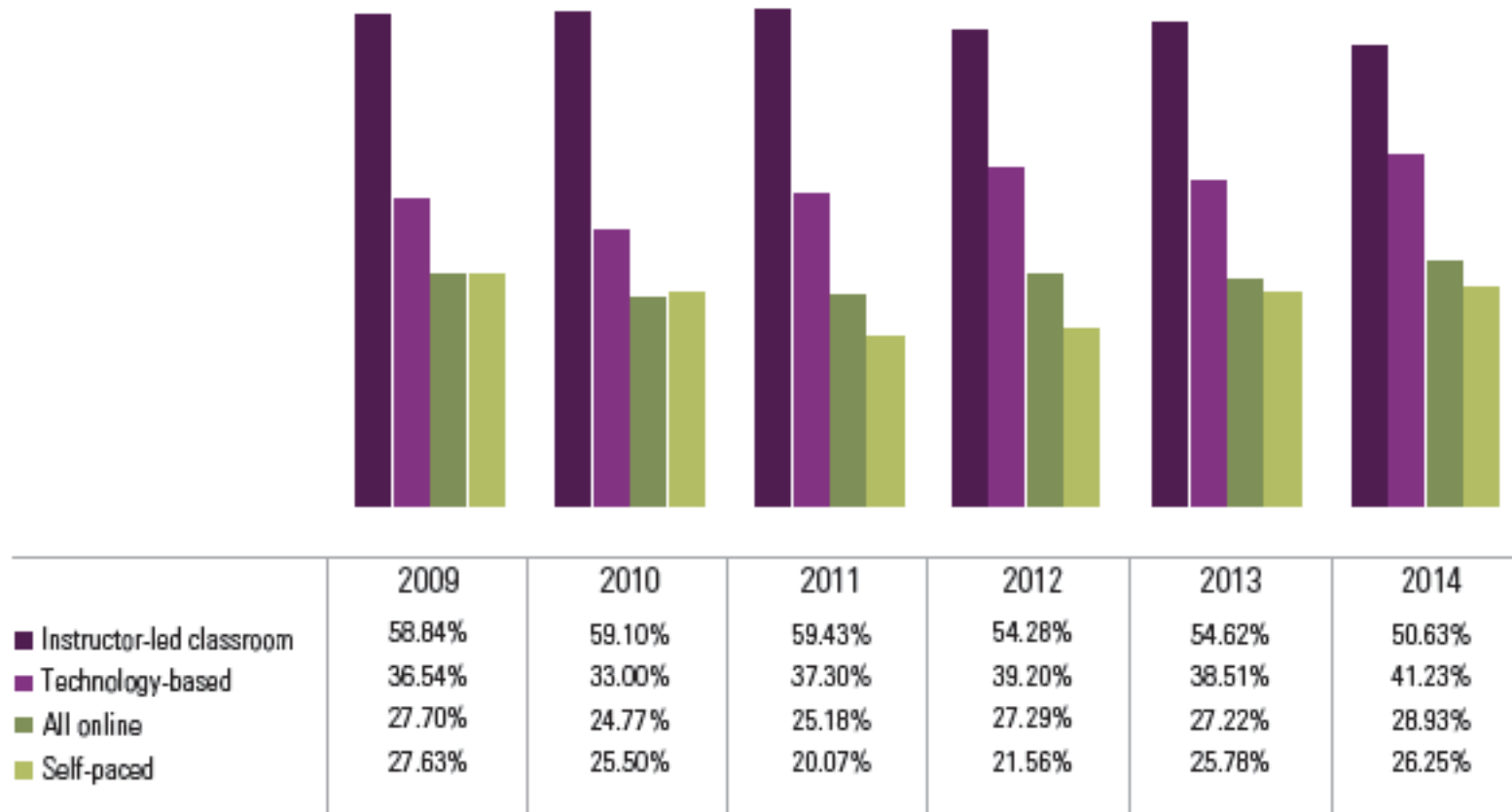
- Mastery learning
- Crowdsourced learning
- Micro-learning
- Personalized learning

There's an app for that

- 100 billion apps have been downloaded from its App Store.

FIGURE 2-3:

COMPARISON OF AVERAGE PERCENTAGE OF FORMAL LEARNING HOURS
AVAILABLE VIA ALL DELIVERY METHODS



Source: ATD State of the Industry Report 2015



Questions ???

WHERE TO FOLLOW TRENDS

Where to find talent development trend data

- ATD Research
- i4cp Research
- Deloitte
- The Gallup Organization
- The Masie Center

Major media that cover talent development topics



The New York Times



FAST
COMPANY



Aggregators



Staff Picks

- leadership@smartbrief.com
- Jackie Gerstein's blog, User-Generated Education
- Emerging EdTech.com
- Jane Hart's blog, Learning in the Social Workplace
- Harold Jarche's blog, Adapting to Perpetual Beta
- Josh Bersin's blog, The Business of Talent
- *Talent Management* magazine's daily updates
- E-Learninginfographics.com

Where do you follow trends in talent development?

- Please type your favorite source into the chat box for everyone to see.

Questions ???

How to get a copy of this webinar

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ATD's Next Webcast

Mark Your Calendars



State of the Industry

Maria Ho

Research Manager, ATD

December 17, 2015

Noon Eastern



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