

Welcome!

*What **city** &
company are you
joining from?*

Bionic People Leaders | Healthcare

leveraging tech AND people
to do super-human things



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bionic.

UNIVERSAL TELEVISION 1974-19

BETTER STRONGER FASTER

Agenda

- New Mindsets = Strategy
- New Skillsets = Operations
- New Toolsets = Technology / Tools
- Future
- Q&A



50%

of S&P 500 companies
will be replaced over
the next 10 years



The *new* world of L&D is already here

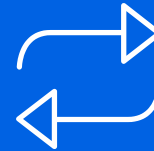
The old world

The new world

STRATEGY



Occasional upskilling



Continuous reskilling

OPERATIONS



Events managed by L&D and HR teams



Experiences driven by workers and managers

TECHNOLOGY



Rigid, all-in-one systems



Flexible, interconnected ecosystems

Poll

Would you say your executive team understands the skills of your workforce?

- a. YES
- b. NO

54% of companies have no programs in place to build the skills of the future. Only 18% give employees the ability to actively develop themselves...

Deloitte Human Capital Trends

Vision

What is the new world
for your workforce
...and how are you
getting ready *for that?*

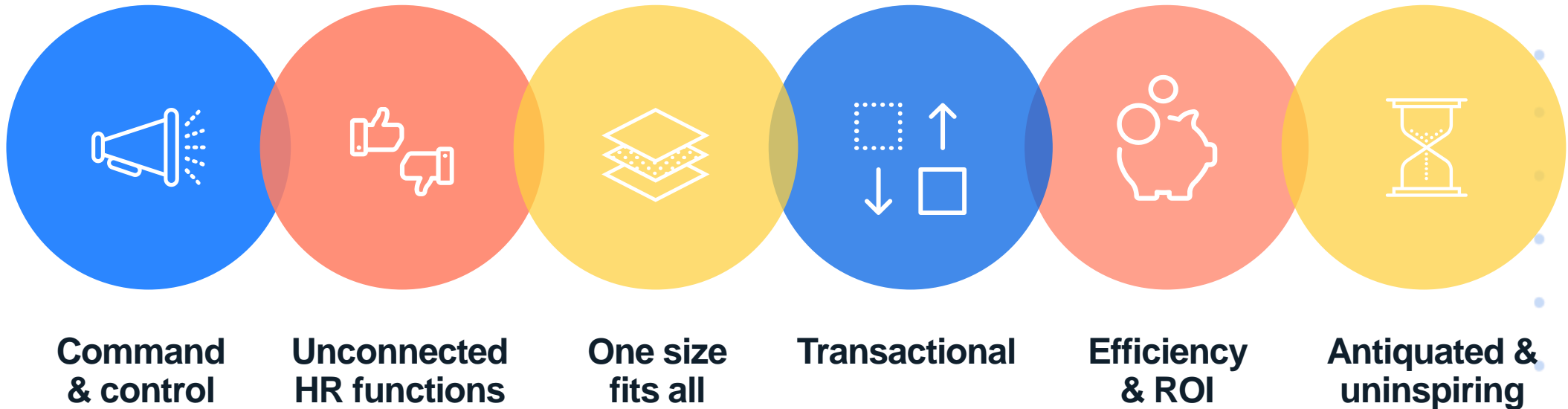




Strategy

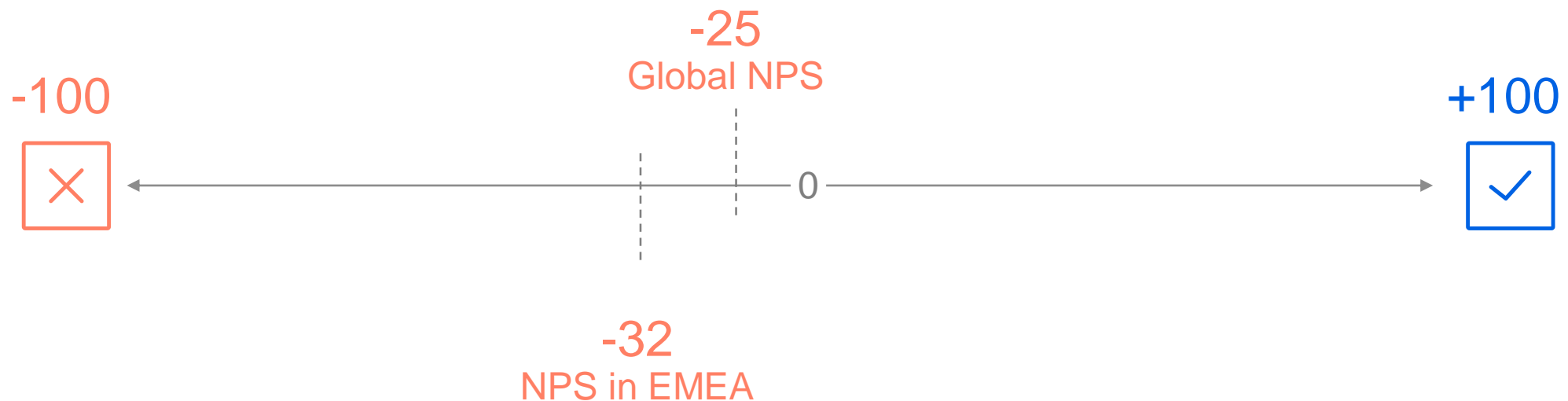
Old development models:

Company focused



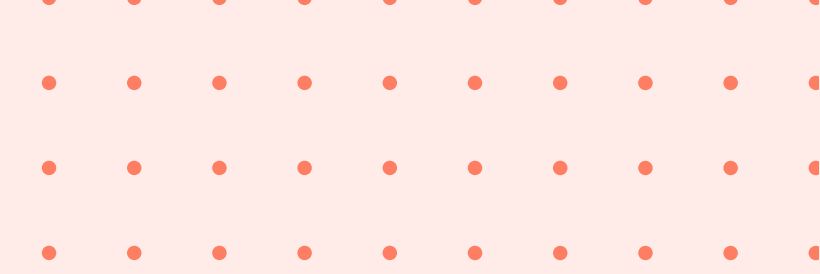
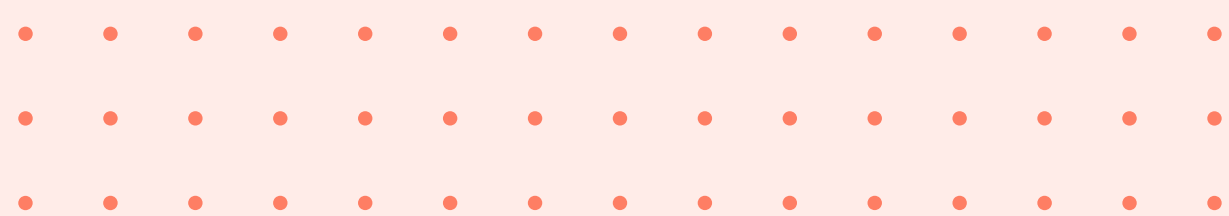
The status quo does not work for the workforce

Only 1-in-5 workers, managers and leaders are “promoters”; 47% are “detractors”



Mindset

What's your strategy for making learning part of how your people work every day?



02



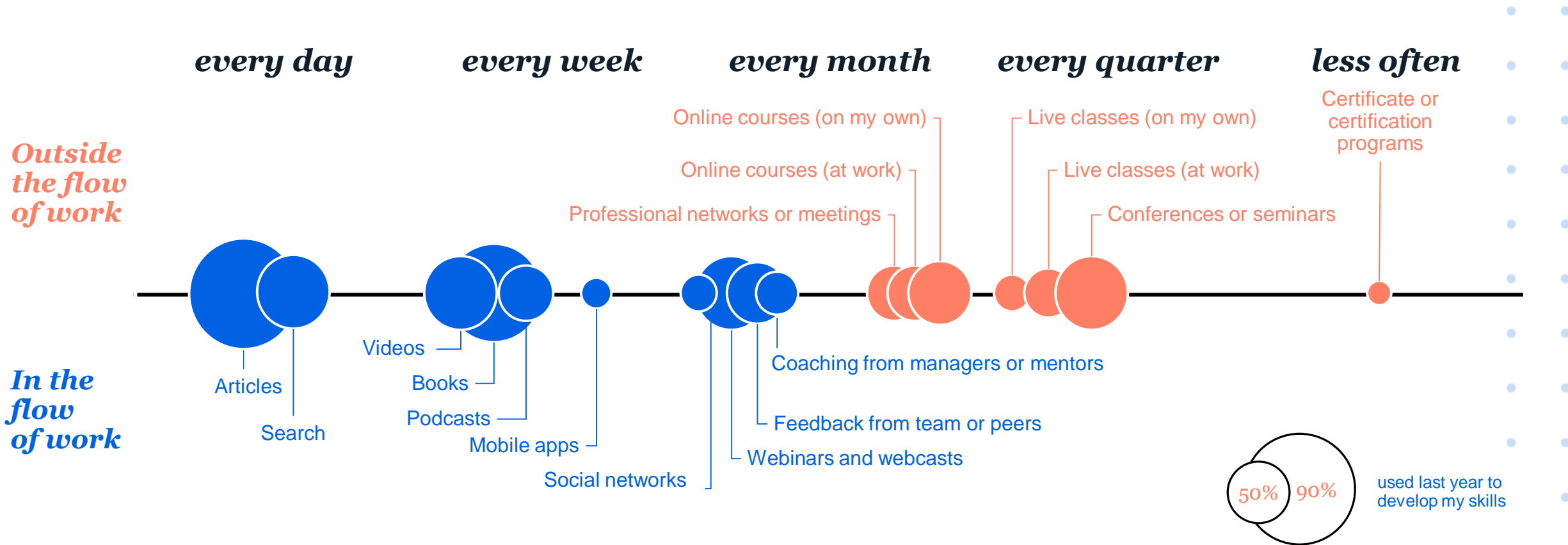
Operations

Poll

How many sources did you learn from last year? (pick one)

- a. 1-5
- b. 6-10
- c. 11-20
- d. 20+

Skills develop through work, not just in addition to work



50% 90% used last year to develop my skills

Skillsets



How are *your own* teams and processes evolving to enable this new L&D environment?



03



Technology & Tools

Poll

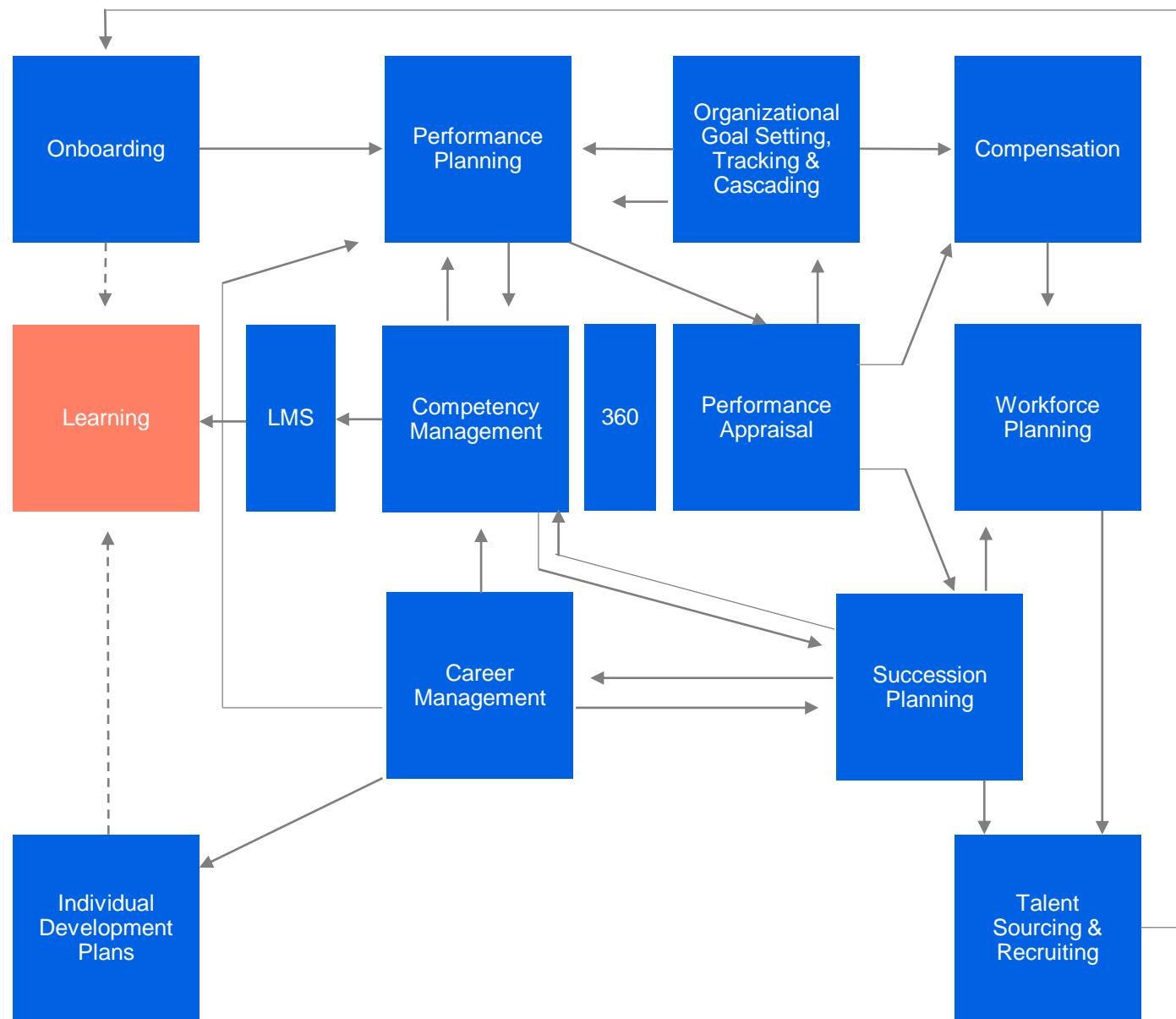
What methods are you using for upskilling your workforce for the future? (pick all that apply)

- a. SIMPLIFIED LEARNING ECOSYSTEM
- b. BETTER CONTENT
- c. MORE LEARNING OPPORTUNITIES
- d. WE AREN'T YET BUT IT'S IN THE PLAN!
- e. OTHER

Most tech stacks are a mess

79%

of learning now comes from sources outside the central L&D department



L&D TECHNOLOGY

From integrated systems to inter-operable ecosystems

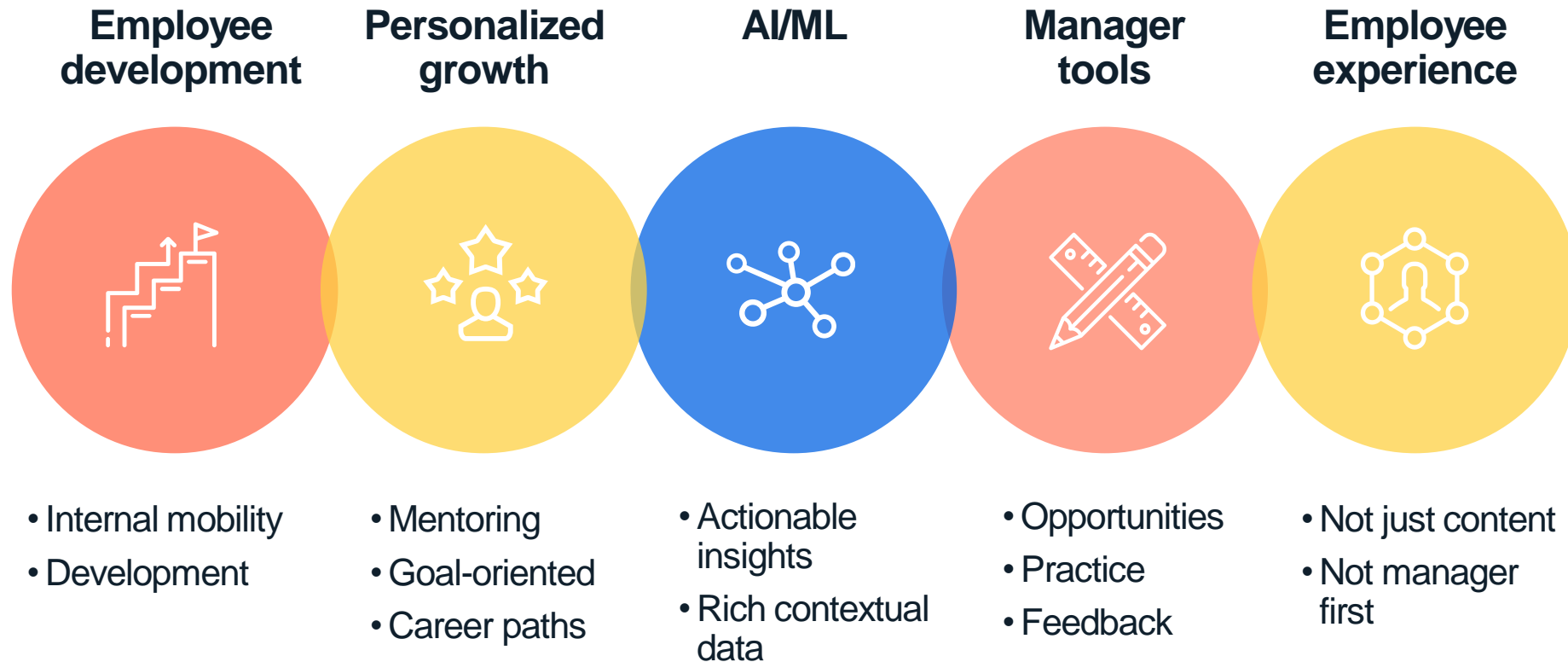
71%

of “outperformers” link their skills and systems directly to their business strategies. Only 27% of “underperformers” do.



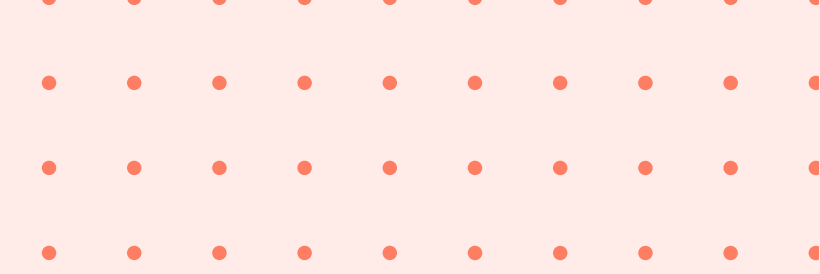
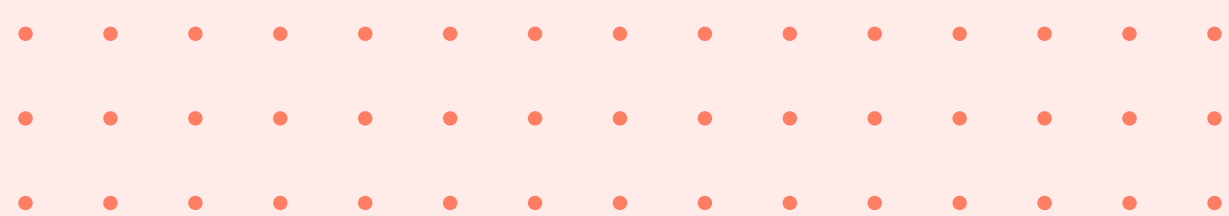
The new development model:

People own their careers now, not companies. And that changes everything.



Toolsets

What new tools and metrics are your teams using to deliver learning for this *new* world?



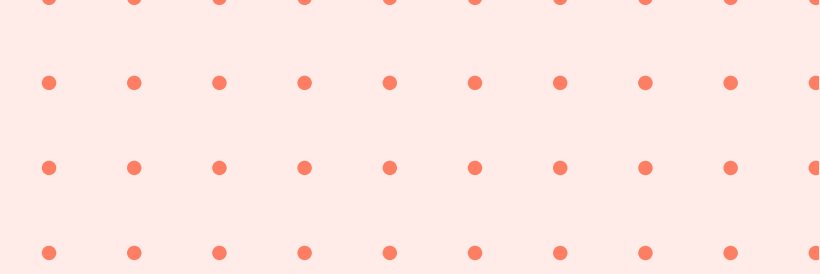
05



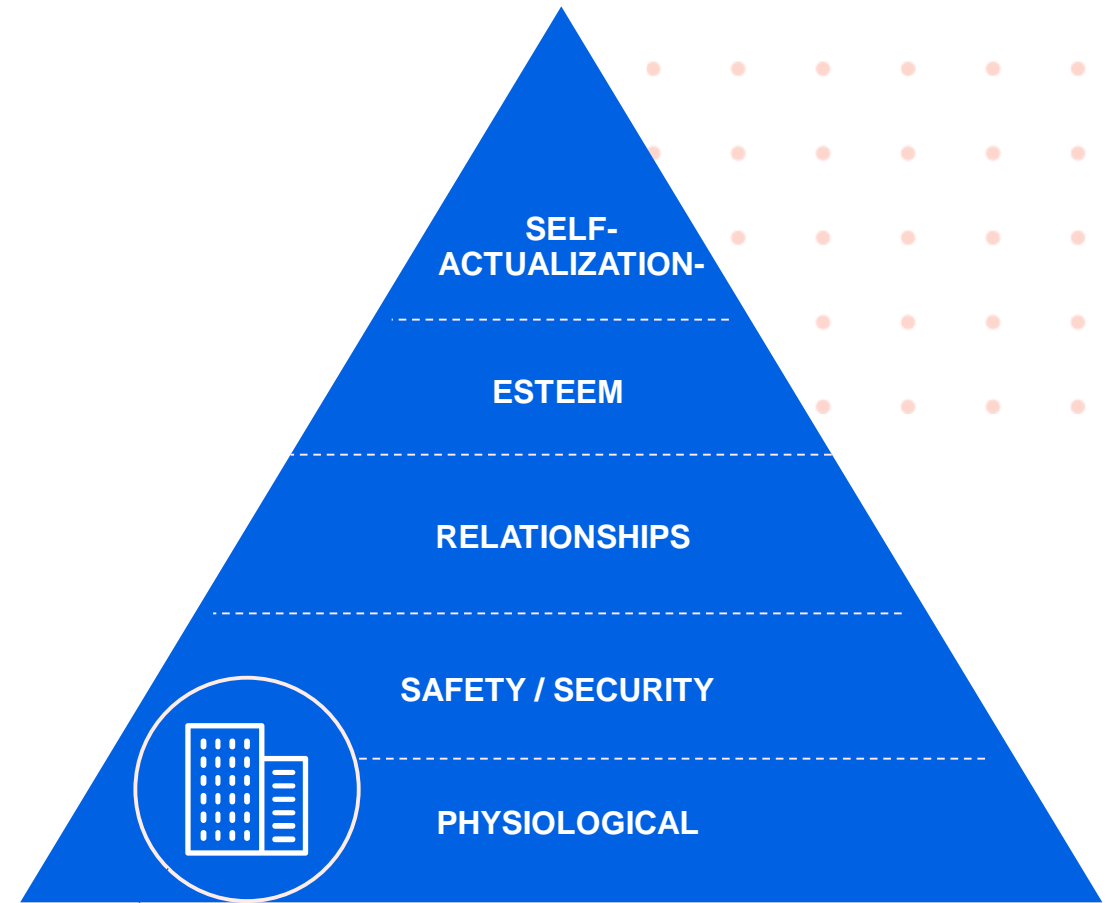
Future

Future

How are you staying ready for what's next?



Remember:
Prioritize the individual



Thank you!



Questions?

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Keynote Speakers

We are so thrilled to have CEO of Dallas Mavericks, [Cynt Marshall](#) and Optimist and Bestselling Author, [Simon Sinek](#) as our two keynote speakers for LENS Lite on [September 30](#).

Join us to hear their discussions on leading with heart and how the Infinite Game is essential to any leader to stay ahead.

Register for free at:

<https://events.degreed.com/lenslite2020>

 degreed
LENS *Lite*
SEPT 30, 2020

MEET OUR KEYNOTE SPEAKERS



Cynt Marshall
CEO OF DALLAS MAVERICKS



Simon Sinek
OPTIMIST & BESTSELLING AUTHOR

