

Sept. 11, 2020

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THE ONE THING TALENT DEVELOPMENT SHOULD DO RIGHT NOW

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- A case for redefining your TD operating model to better align to the business
- How to revisit your talent development agenda and rethink your value proposition
- Why measuring talent development outcomes has never been more important

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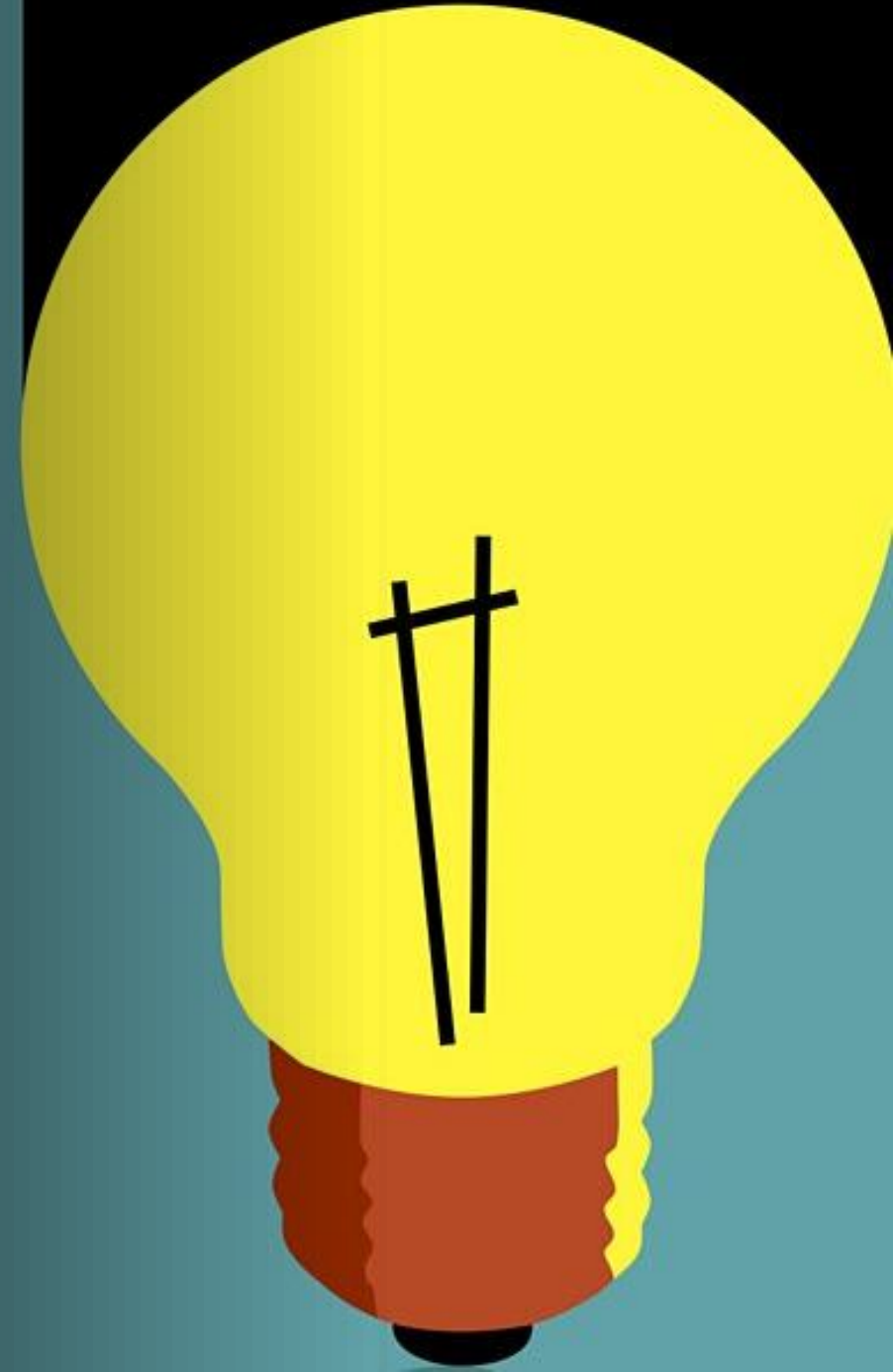


John Cone'
Moderator

THE PROCESS

- Each panelist will be asked about Idea 1
 - Open the floor for questions on Idea 1

- Each panelist comments on Idea 2
 - Open the floor for Idea 2
- Each panelist comments on Idea 3
 - Open the floor for Idea 3
- Open the Floor to any questions





REVISIT YOUR AGENDA

SOME QUESTIONS TO HELP YOU



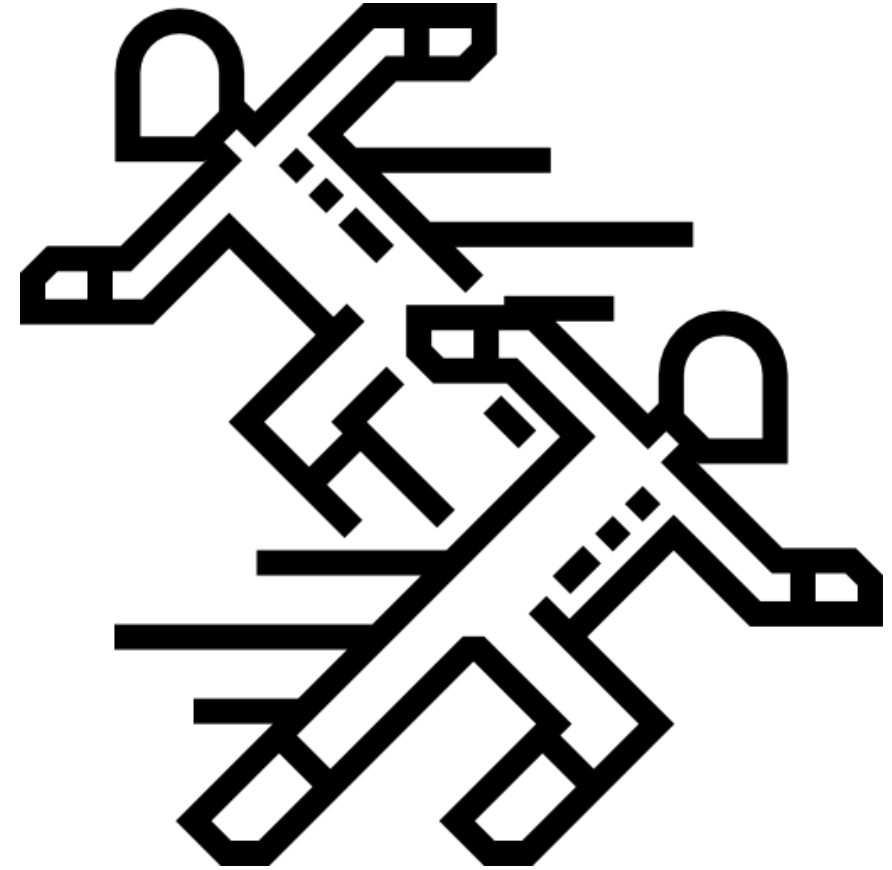
- How has the business agenda changed? (What is permanent? What is temporary ... and for how long?)
- What in your portfolio is urgent, critical, or both?
- What can TD do to help even if it does not fit neatly into what has traditionally been our area of responsibility?
- What does safety look like now, and is it different from what it was?
- What is the purpose of the office? What is the value proposition that physical proximity offers?
- Why and when MUST we travel? When must large groups (or even small ones) meet?
- What are the opportunities and benefits that we “naturally” derived from the old way of working?
- How do we sustain our culture? How do we respond to issues of social justice?



BE AGILE

BEING AGILE

- Take Initiative
- Take Risk
- Reprioritize
- Fast Track
- SIMPLIFY TO AMPLIFY



MEASURE



MEASURE

IF YOU HAVEN'T BEEN MEASURING

- It is unsafe to assume that your new or newly virtual offerings are “just as good as the way you did it before.”
- You can fail to account for the actual costs of heroic efforts (financial and human) that are simply not sustainable.
- You will not be able to make sound business decisions about a go-forward plan.

IF YOU HAVE BEEN MEASURING

- Has modality changed (frequency, duration, assessment, etc.)?
- Are you still teaching everything you did before?
- Are you actually teaching new things?
- Are you training different people?
- Are you teaching the same things to the same people, but under very different circumstances?

... Do your measures have to change?

***MORE
QUESTIONS?***

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THANK YOU

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