



L&D Reimagine for the 21st Century

FUTURE FORWARD SLINGSHOT GROUP



A need of tomorrow's learners:

The new needs learners need to build 21st-century organizations

Original research with more than 2,900 respondents and 20 secondary research study

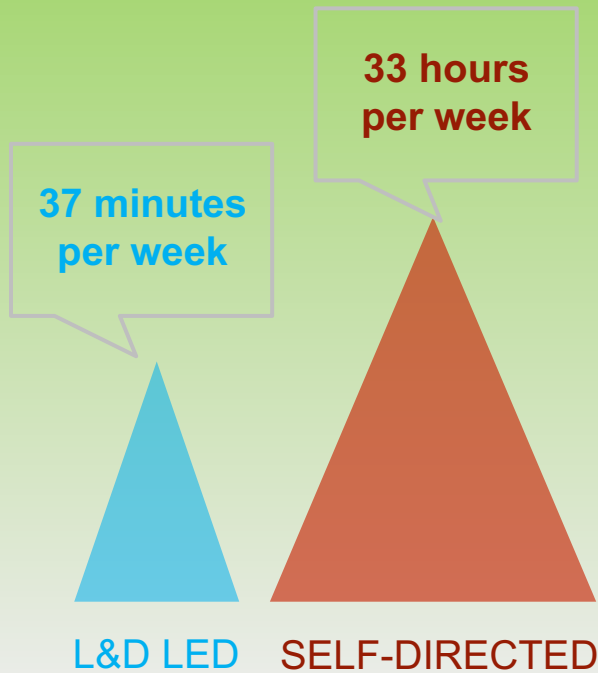
Are you ready for tomorrow's learners?

Only **38%** of L&D Professionals think their organizations are **ready for the learner of the future**

Source: http://get.degreed.com/hubfs/Degreed_How_the_Workforce_Learns_in_2016.pdf

They learn at work and beyond

Learners do more than 5x more self-directed than prescribed learning



When I need it

During evenings and weekends

During work hours at my desk

When I'm alerted to updated information

Lunchtime

During Breaks

On-demand learning is shaping the future of learning

High impact organizations are making the transition
toward on-demand learning

-20%



e-Learning

+13%



**on-the-job
experiences**

+19%



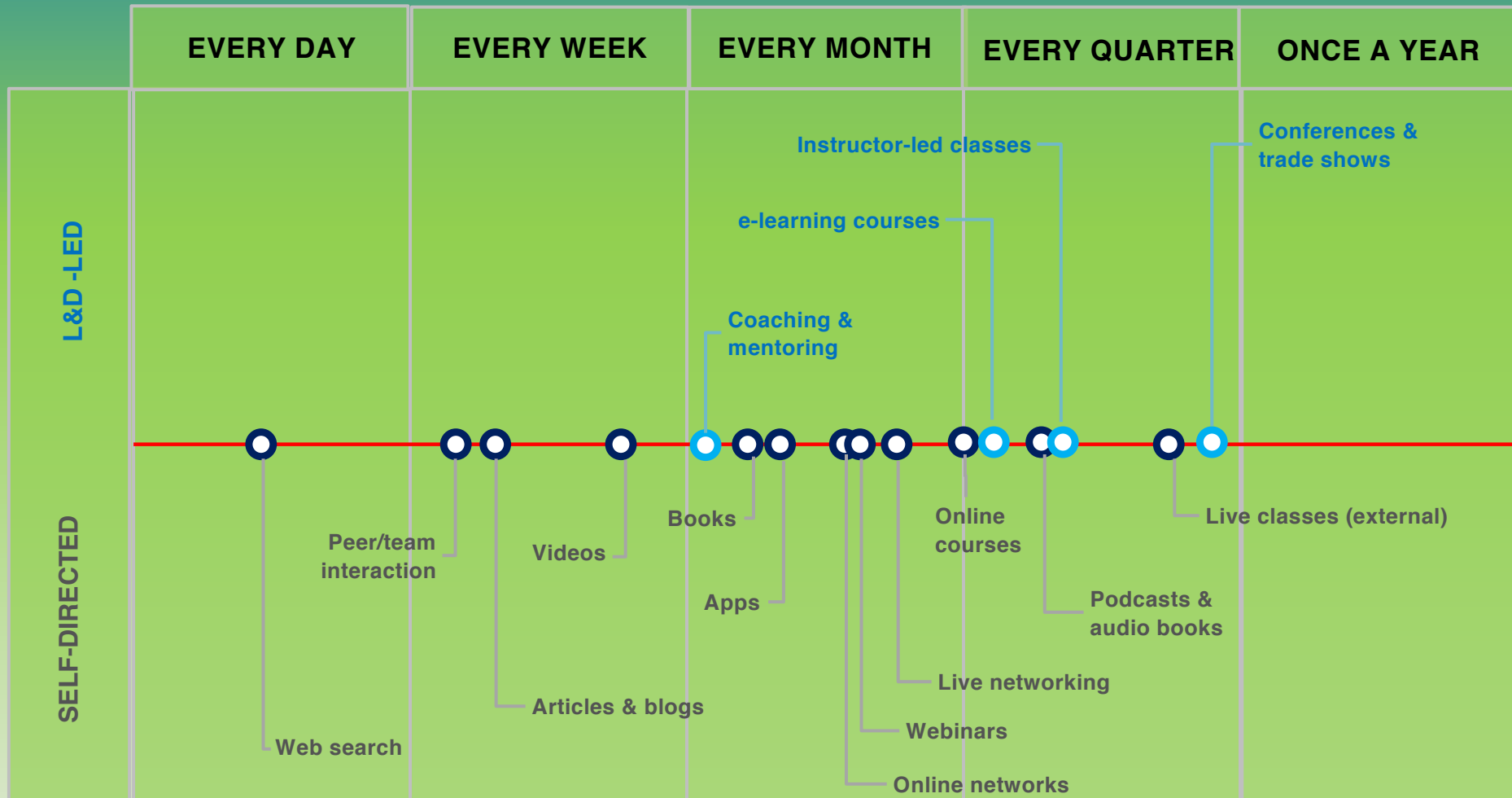
social interaction

+90%

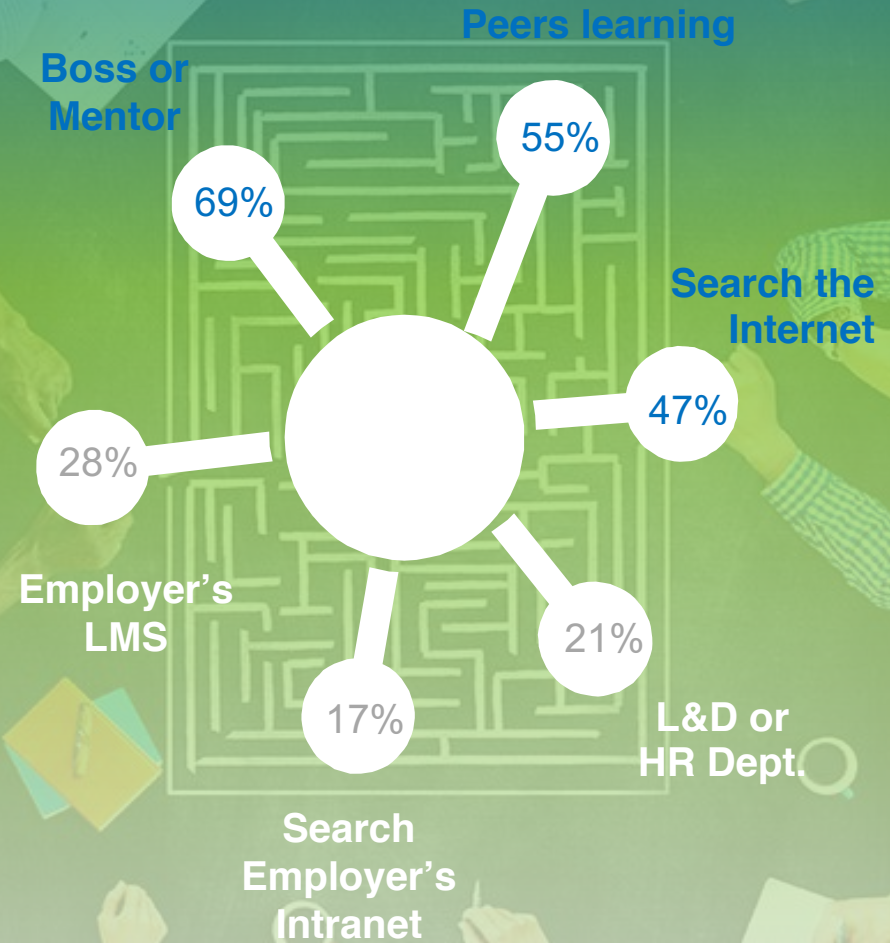


**on-demand
resources**

The pathway to learning now starts at social and search



**Traditional L&D
is not obsolete
but it is not complete**



Leading future transformation:

The new capabilities L&D need to build 21st-century organizations

Re-imagined Roles of L&D in the 21st Century



Keep Immigrant Perspective
See Opportunity in Everything

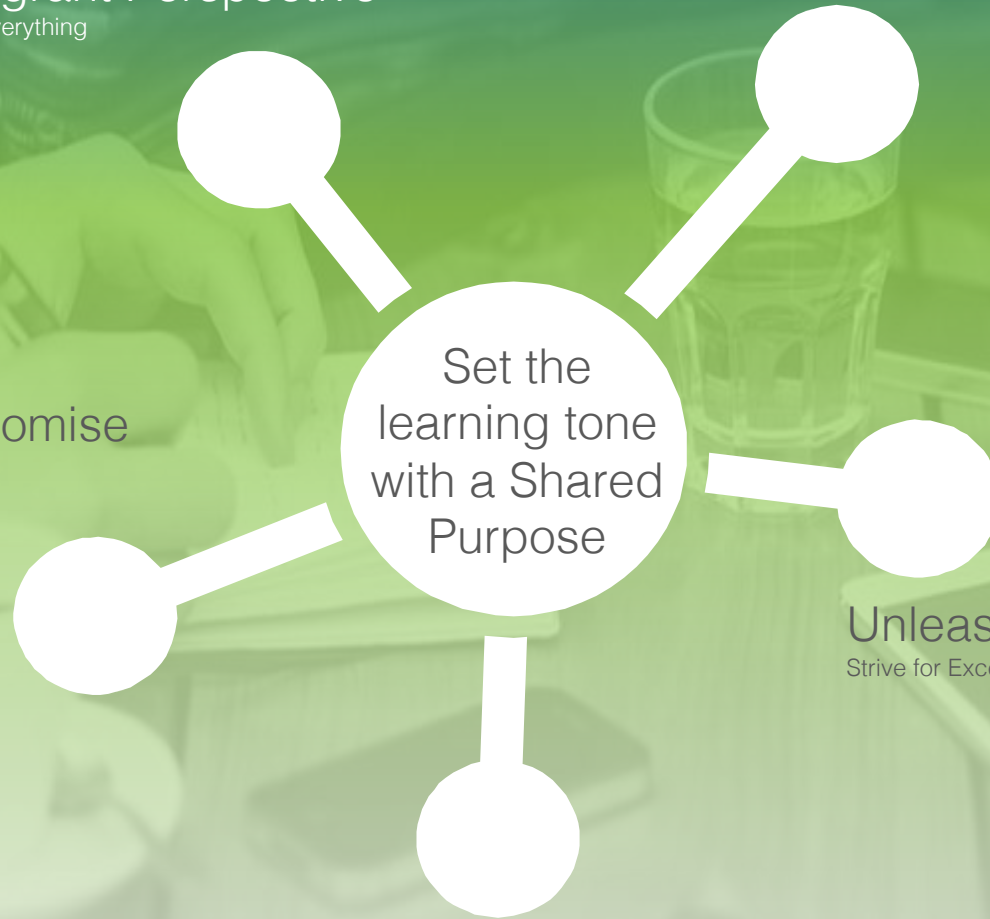
Employ Circular Vision
Expect the Unexpected

Embrace Cultural Promise
Lead to Leave a Legacy

Set the learning tone with a Shared Purpose

Unleash Passionate Pursuits
Strive for Excellence

Live with an Entrepreneurial Spirit
Innovation Comes Second Nature



3 Stages of Leading Learning Transformation



Transforming Self

“Inner Agility”

Shifting self mind-set to the new context— is no easy task, but developing “inner agility” is essential in releasing our potential to lead an agile transformation.

While these mind-set shifts might be new and require a significant “letting go” of old beliefs and paradigms, collectively, they form a very disciplined approach to leadership.



Transforming Team

“More Agile ways”

How might leaders help teams work in new and more agile ways? And what does this new way of working require of leaders?



Transforming Organization

“Co-Creation Culture”

Leaders learn how to co-create an agile organization purpose, design, and culture.



Shifting Mind-Sets from Reactive to Creative

Reactive, or socialized, mind-sets are an outside-in way of experiencing the world based on reacting to circumstances and other people.

Creative, or self-authoring, mind-sets are an inside-out way of experiencing the world based on creating our reality through tapping into our authentic selves, our core passion and purpose.

Leading Innovation

certainty



discovery

Leading Collaboration

authority



partnership

Leading Values Creation

scarcity



abundance



Building a New Discipline: Agile & Design Thinking

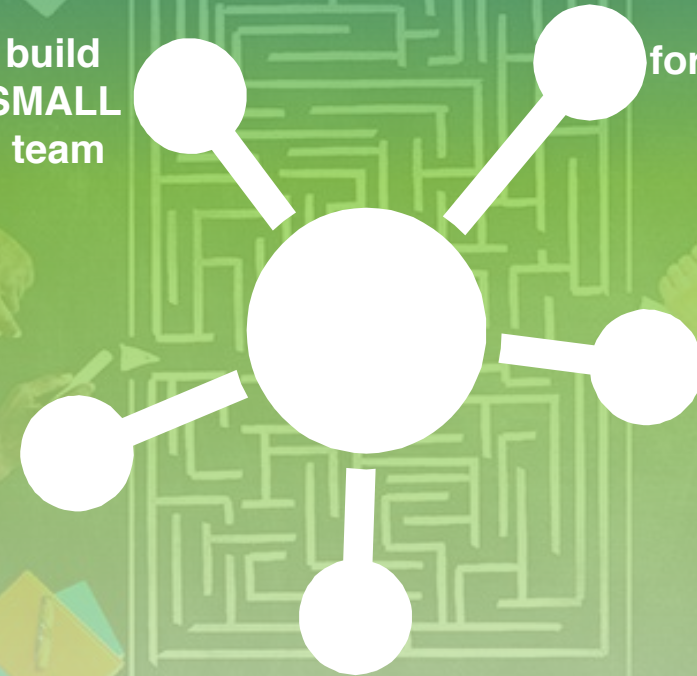
Help teams work in agile ways and embrace design thinking and business-model innovation.



diverse
empowered
connected

build
SMALL
team

build
VALUE
for customers



internal
external
unrecognized needs

build
RAPID
cycle

better
greater
faster



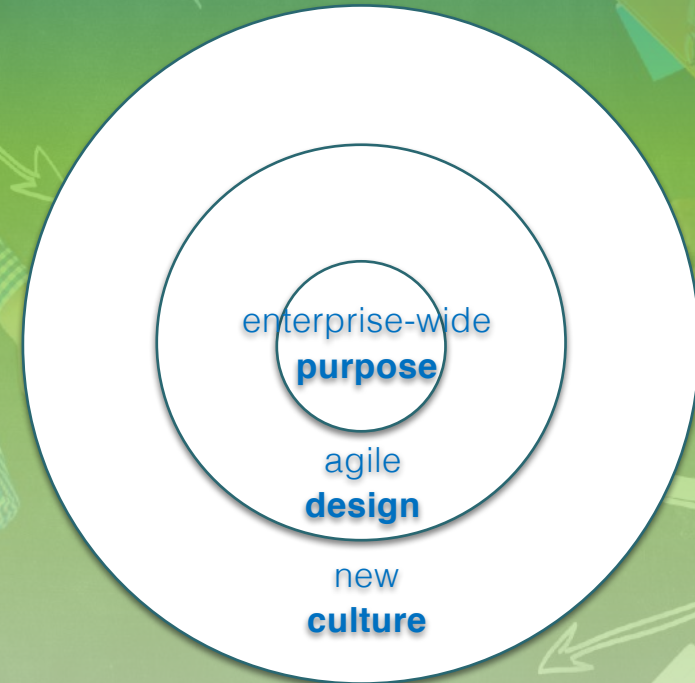
Reshaping an agile organizational culture

Help teams work in agile ways and embrace design thinking and business-model innovation.



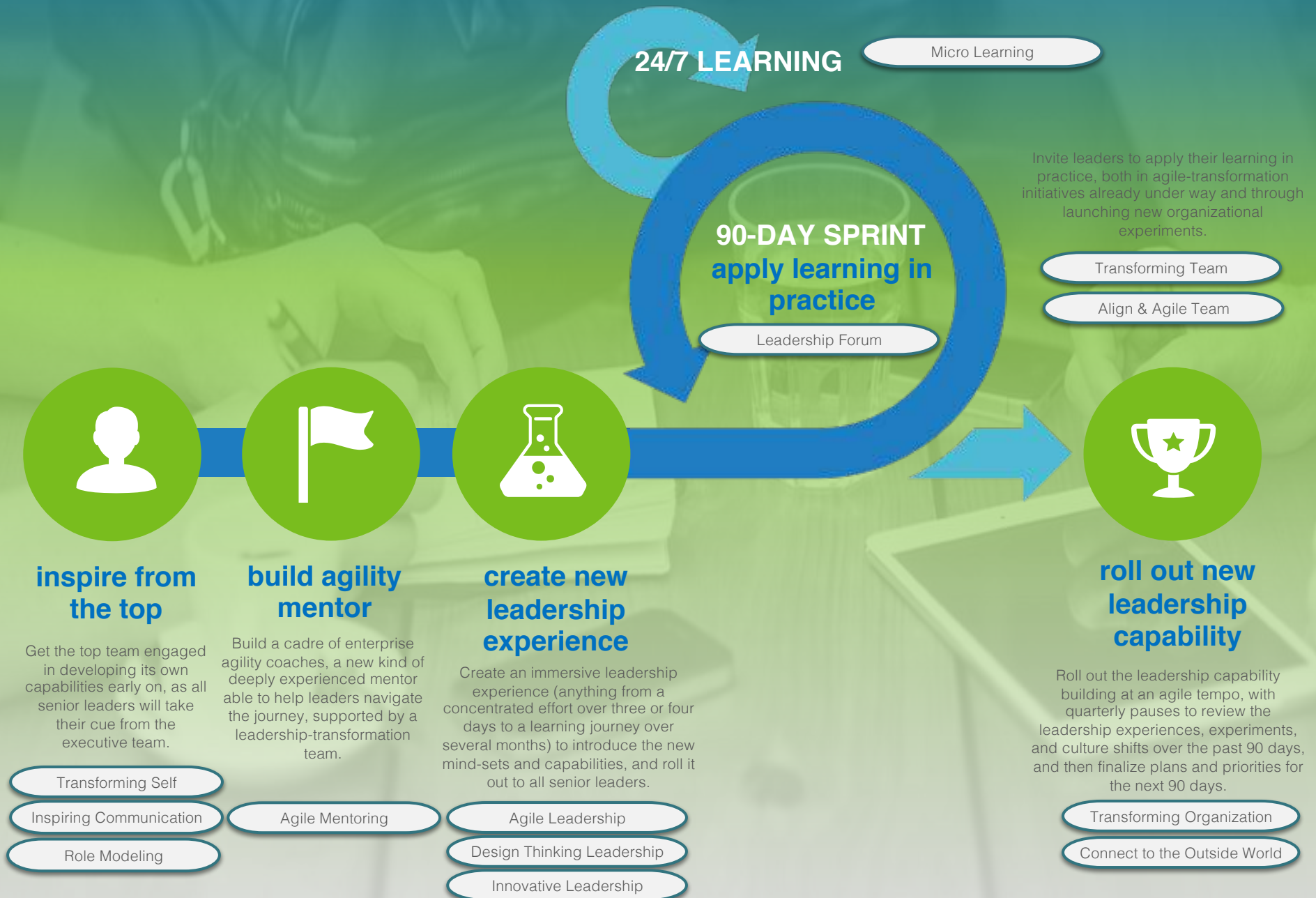
LEADERSHIP · THAILAND · THE WORLD

role model
Inspiring communication
new mind-sets



new capabilities
mechanism

An Agile Approach to Develop Future Learners



In summary



...decide when and where they learn as **learning is always accessible.**



...choose how and what they learn to **fit their personal learning style** and development goals



...live the New Way of Learning : They teach and they learn, they **network and collaborate**



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Leadership | Thailand | The World

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