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Deloitte Keynote Address Josh Bersin,

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- HRD Summit 2018 Interview with Josh

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Psychology (and Economics)Future of
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Analytics is mission critical to a firm's
success

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The digital world of work- How it has
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Josh Bersin on
The New World of Employee Experience:
Where The Engagement Market Is Going
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Josh Bersin has described learning in the flow of work as the “... new paradigm for corporate training” because it addresses how organizations actually operate.³ Learning in the flow of work embeds learning into the work itself, rather than removing workers from their jobs. Does this mean the end of traditional

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Four Practices to Embed Learning in the
Flow of Work

Learning is the top-rated challenge among
2019 ' s Global Human Capital Trends.
People now rate the “ opportunity to
learn ” as among their top reasons for

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taking a job, and business leaders know that changes in technology, longevity, work practices, and business models have created a tremendous demand for continuous, lifelong development. Leading organizations are taking steps to deliver ...

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Deloitte Insights

Our goal is to help your HR teams create a modern learning experience through:

Organizational development. Deloitte 's extensive research helps our members stay competitive in today 's rapidly changing global economy. We move beyond traditional ideas about L&D and help our

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members evolve into strong learning organizations. Digital employee learning.

Employee Development Methods for HR
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The corporate learning market is over \$200 billion in size and there are hundreds of applications and domains to explore. While learning in the flow of work is not necessarily the solution for every application, it ' s coming fast and I believe it ' s the paradigm you should design

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around whenever you can. Proprietary
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A New Paradigm For Corporate Training:
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evolving into a series of development
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acquire new skills, perspectives, and judgment. Although career paths may...

Josh Bersin on the 21st-Century Career
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Bersin by Deloitte defines a learning architecture as an organization ' s unique map of agreed-upon learning needs,

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learning strategies, and delivery strategies for all of its talent. This provides both the L&D function and the business a clear view of what types of problems the organization will solve, what tools they need, and what approaches the organization will take.

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Creating a Continuous Learning Environment | Deloitte US

Bersin by Deloitte delivers research-based people strategies designed to help leaders drive exceptional business performance. Our WhatWorks® membership gives HR professionals the information and tools they need to design solutions, benchmark

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against others, develop staff, and implement new systems.

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The \$240 billion corporate learning market is one of the most complex and fast-changing worlds in HR. There are dozens

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of platform providers, hundreds of content companies, and an army of new ideas and innovations every day. And innovation is fast and furious. Whenever a new technology is invented, learning technologists quickly try to use ...

JOSH BERSIN – Insights on Work,

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This year, corporate learning and development (L&D) burst onto the scene as one of the most pressing business and talent issues facing our respondents. 2 Business and HR leaders report that corporate learning capabilities are waning (39 percent say the problem is “ very

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important,” more than three times last year’s percentage), and companies are now competing heavily for new technical and ...

Learning and development | Deloitte
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Five 2020 predictions on learning trends

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from Josh Bersin. Learning & Development is poised for serious transformation. Heading into this new decade, the learner experience will drastically evolve, and both employees and organizations will benefit immensely from this change. With this in mind, we sat down with Josh Bersin, founder of Bersin

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by Deloitte and global HR analyst, and inquired about his 2020 predictions for L&D.

2020 learning predictions from Josh Bersin
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an independent HR-focused analyst group
at Deloitte, has done extensive research on
high-impact learning organizations.

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The Evolution of The High-Impact
Learning Organization

To thrive in an environment that can shift from moment to moment, organizations must become distinctly human at the core. Embedding human principles into the nature of work--principles such as purpose and meaning, growth and passion, and

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collaboration and relationships--enables the social enterprise to continually reinvent itself on the back of perpetual disruption.

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High Performing Learning Organizations

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are 92% more likely to innovate Bersin by
Deloitte Learning solutions are based on
business needs Learning solutions are
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Learning solutions are designed to support
the transfer of learning back into the
business Business leaders participate in the
design and

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Leading in Learning - Deloitte United States

The Deloitte Human Capital Trends research discovered that 83% of companies rate this issue important and 54% rate it urgent up 11% from last year. In this world of automation, business

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transformation, and continued
obsolescence of skills, companies are
realizing that delivering on a compelling,
digital learning experience is critical to ...

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an industry research and consulting company focused on helping organizations understand and apply best practices in L&D and talent management to improve effectiveness, efficiency, and performance.

High-Impact Learning Culture - JOSH
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Josh Bersin is a global industry analyst who studies corporate HR, talent, leadership, recruitment, and all aspects of HR and workplace technology. He is the founder of Bersin by Deloitte, a...

New Research Shows Explosive Growth in Corporate Learning ...

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The Disruption of Digital Learning: Ten Things We Have Learned March 27, 2017; AI, Robotics, and Cognitive Computing Are Changing Business Faster Than You Thought March 8, 2017; Deloitte Human Capital Trends 2017: Experience the NYC Launch In Virtual Reality March 7, 2017; Citizenship On

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The Rise: What This Means To Business
and HR February 10 ...

enterprise learning framework – Josh
Bersin

One of the basic tenets of building an
organization ready for the future is inten-
tionally designing it for speed, agility, and

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adaptability.¹ In such an environment, continuous learning and innovation tend to become the norm, which in turn often impacts how organizations structure their work, design their teams, develop their employees, and address the changing nature of work itself.

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The Blended Learning Book is your user's manual for implementing blended learning. It gives you a guidebook to combining the latest technologies with traditional training

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modelsto create high-impact programs that drive superior business results(not just reduce costs). Filled with real-world examples and casestudies from organizations such as Accenture, BI, Cisco, FedEx,Kinko?s, Grant-Thornton, IBM, Novell, the U.S. Navy, Verizon, andmore, e-learning veteran Josh Bersin

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work, cripple innovation, restrict thinking and force normally smart people to ignore risks and opportunities. --

If you only read one book on the future of work, *Work Disrupted: Opportunity, Resilience, and Growth in the Accelerated Future of Work* should be that book. The

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future of work swept in sooner than expected, accelerated by Covid-19, creating an urgent need for new maps, new mindsets, new strategies-- and most importantly, a trusted guide to take us on this journey. That guide is Jeff Schwartz. A founding partner of Deloitte Consulting 's Future of Work practice,

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Schwartz brings clarity, humor, wisdom, and practical advice to the future of work, a topic surrounded by misinformation, fear, and confusion. With a fundamental belief in the power of human innovation and creativity, Schwartz presents the key issues, critical choices, and potential pitfalls that must be on everyone ' s radar.

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If you're anxious about robots taking away your job in the future, you will take comfort in the realistic perspective, fact-based insights, and practical steps Schwartz offers. If you're not sure where to even begin to prepare, follow his level-headed advice and easy-to-follow action plans. If you're a business leader caught

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Between keeping up, while also being thoughtful about the next moves, you will appreciate the playbook directed at you. If you're wondering how Covid-19 will change how and where you will work, *Work Disrupted* has you covered. Written in a conversational style by Schwartz, with Suzanne Riss, an award-winning journalist

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and book author, Work Disrupted offers a welcome alternative to books on the topic that lack a broad perspective or dwell on the problems rather than offer solutions. Timely and insightful, the book includes the impact of Covid-19 on our present and future work. Interviews with leading thinkers on the future of work offer

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a business environment defined by continuous change, but neither does a system in which every employee acts like a free agent. The solution? Stop thinking of employees as either family or as free agents. Think of them instead as allies. As a manager you want your employees to help transform the company for the future.

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And your employees want the company to help transform their careers for the long term. But this win-win scenario will happen only if both sides trust each other enough to commit to mutual investment and mutual benefit. Sadly, trust in the business world is hovering at an all-time low. We can rebuild that lost trust with

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straight talk that recognizes the realities of the modern economy. So, paradoxically, the alliance begins with managers acknowledging that great employees might leave the company, and with employees being honest about their own career aspirations. By putting this new alliance at the heart of your talent management

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strategy, you ' ll not only bring back trust, you ' ll be able to recruit and retain the entrepreneurial individuals you need to adapt to a fast-changing world. These individuals, flexible, creative, and with a bias toward action, thrive when they ' re on a specific “ tour of duty ” —when they have a mission that ' s mutually beneficial

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to employee and company that can be completed in a realistic period of time. Coauthored by the founder of LinkedIn, this bold but practical guide for managers and executives will give you the tools you need to recruit, manage, and retain the kind of employees who will make your company thrive in today ' s world of

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Success in today's business environment.

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The field of Talent Management has grown and advanced exponentially over the past several years as organizations, large and small, public and private, global and domestic, have realized that to gain and sustain a global competitive

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