

There is no I in Team: Corporate Learning's Digital Future

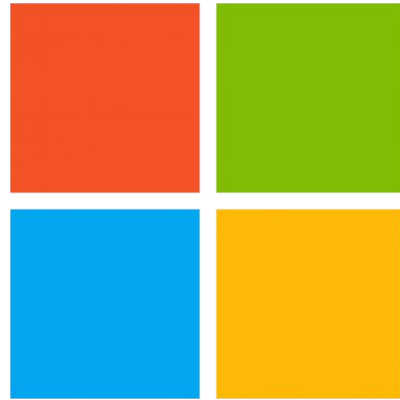


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**PROFESSIONAL
DEVELOPMENT**



Open Surveys

- **People Data & Analytics 2019**
- **Diversity & Inclusion 2019**

Visit www.brandonhall.com click **Open Surveys**

If you would like to join a panel of survey takers, please contact us at success@brandonhall.com



How to Ask Questions



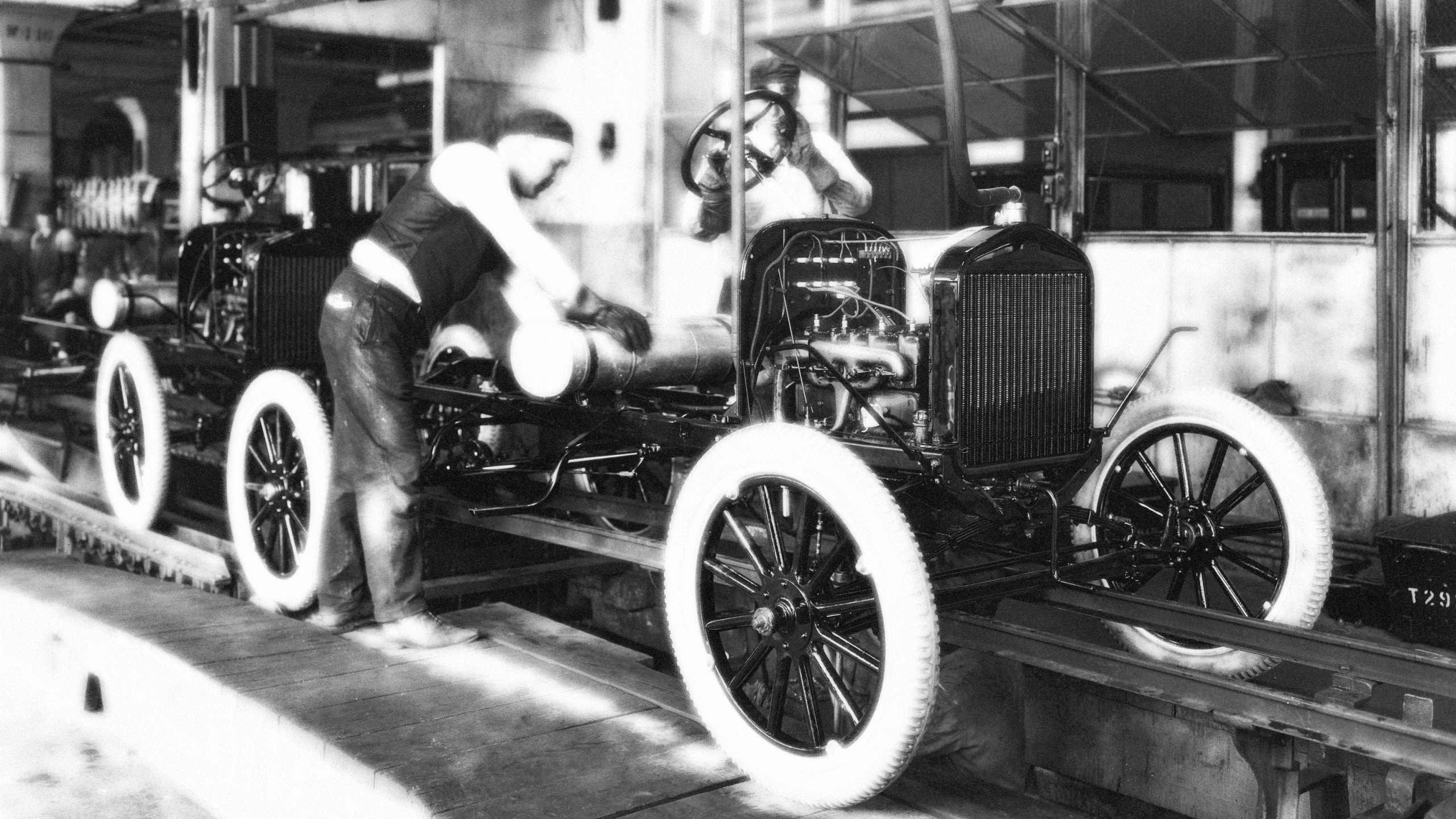
- Submit your *questions* or *comments* about the discussion to our presenters using the **Questions** tab on your control panel.
- Presentation *slides* and *giveaways* can be found in the **Handouts** tab on your control panel.

Recording & Slides will also be sent out after the webinar.

The Workplace
is Changing?







T 29



1 1 1
[Buttons and indicators]

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POTTER
AT2425



New Ways Of
Work Need New
Ways of Learning

Poll Question

How Quickly is your Workplace Changing?

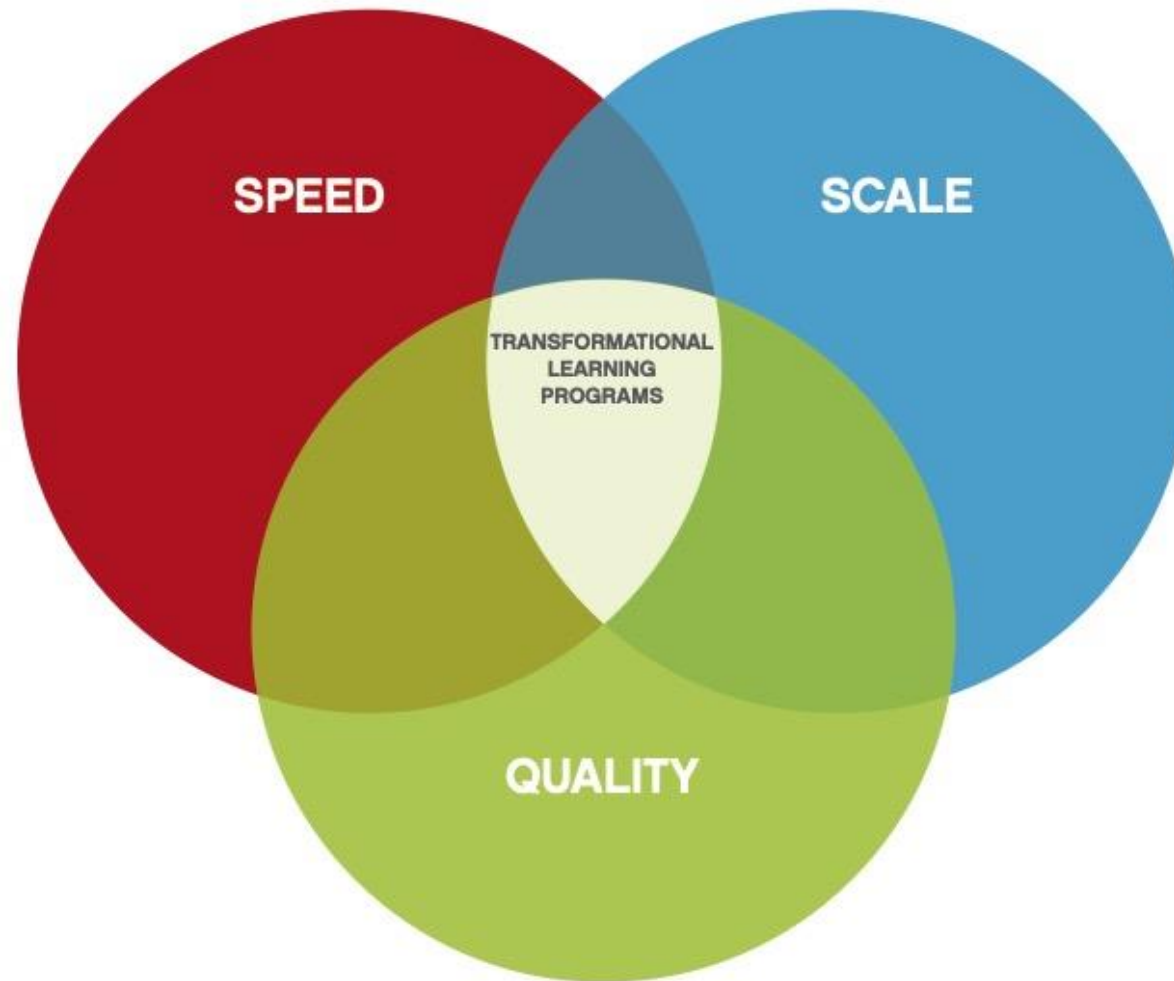
1. It's not changing at all
 2. Rather gradually
 3. It's on a brisk pace
 4. We're having a tough time keeping up
 5. Other
-

Case Study – The Microsoft Field

“If there is anything perhaps that defines me the most, is that I’m a learner”

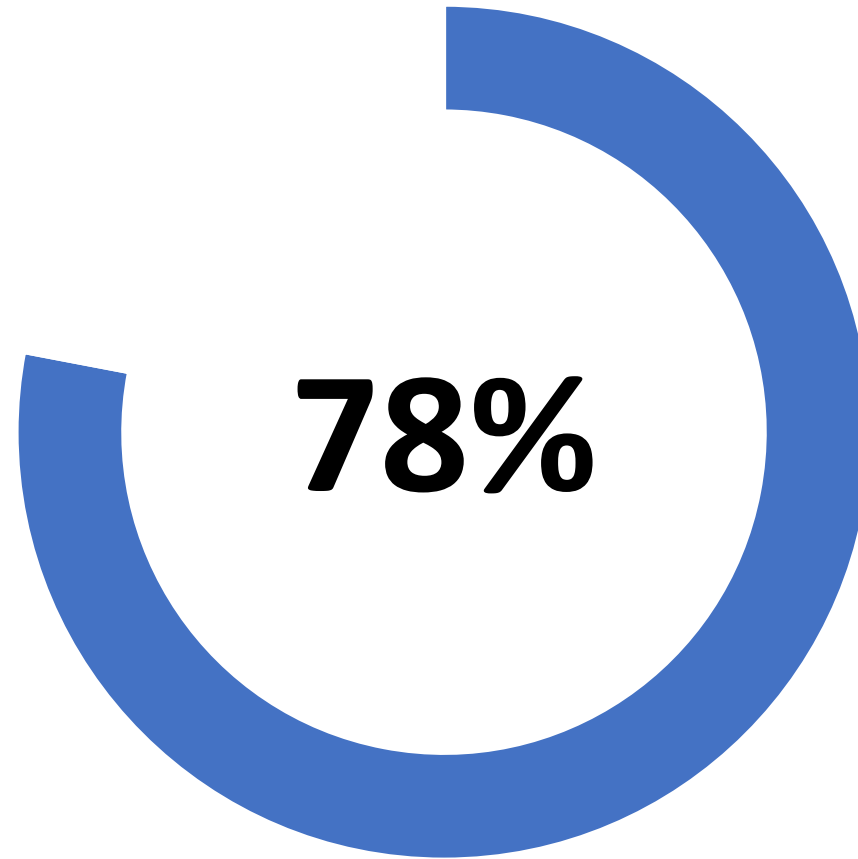


The Holy Trinity for Transformational Learning Programs



COST IS PERSISTENT FACTOR

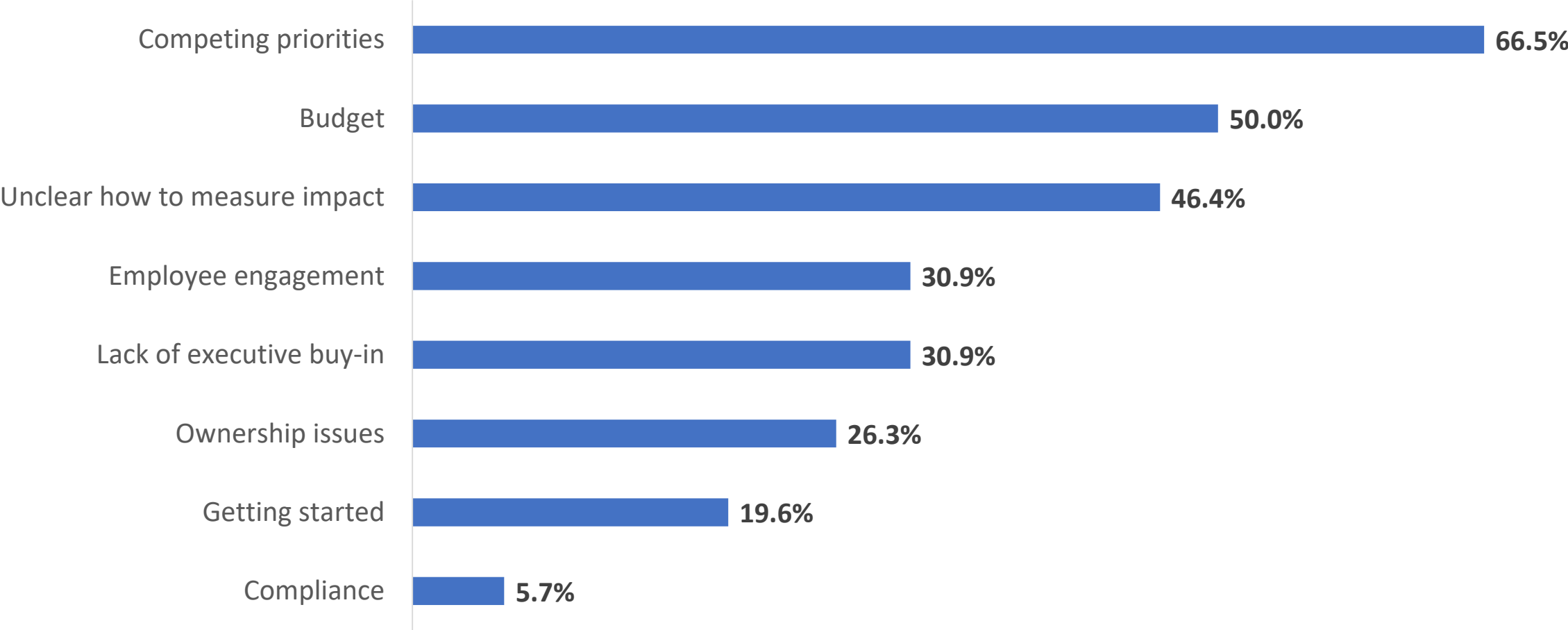
More than three-quarters of companies say they are not investing enough time and budget for team development



Motivation to Learn/Develop (Individual versus Organization)



Team Development Challenges



Microsoft Problem *big shift*

WHAT OUR PEOPLE WANTED

- Confidence to talk to business leaders
- Brush up on business economics
- Minimum disruption of their time

WHAT WE WANTED

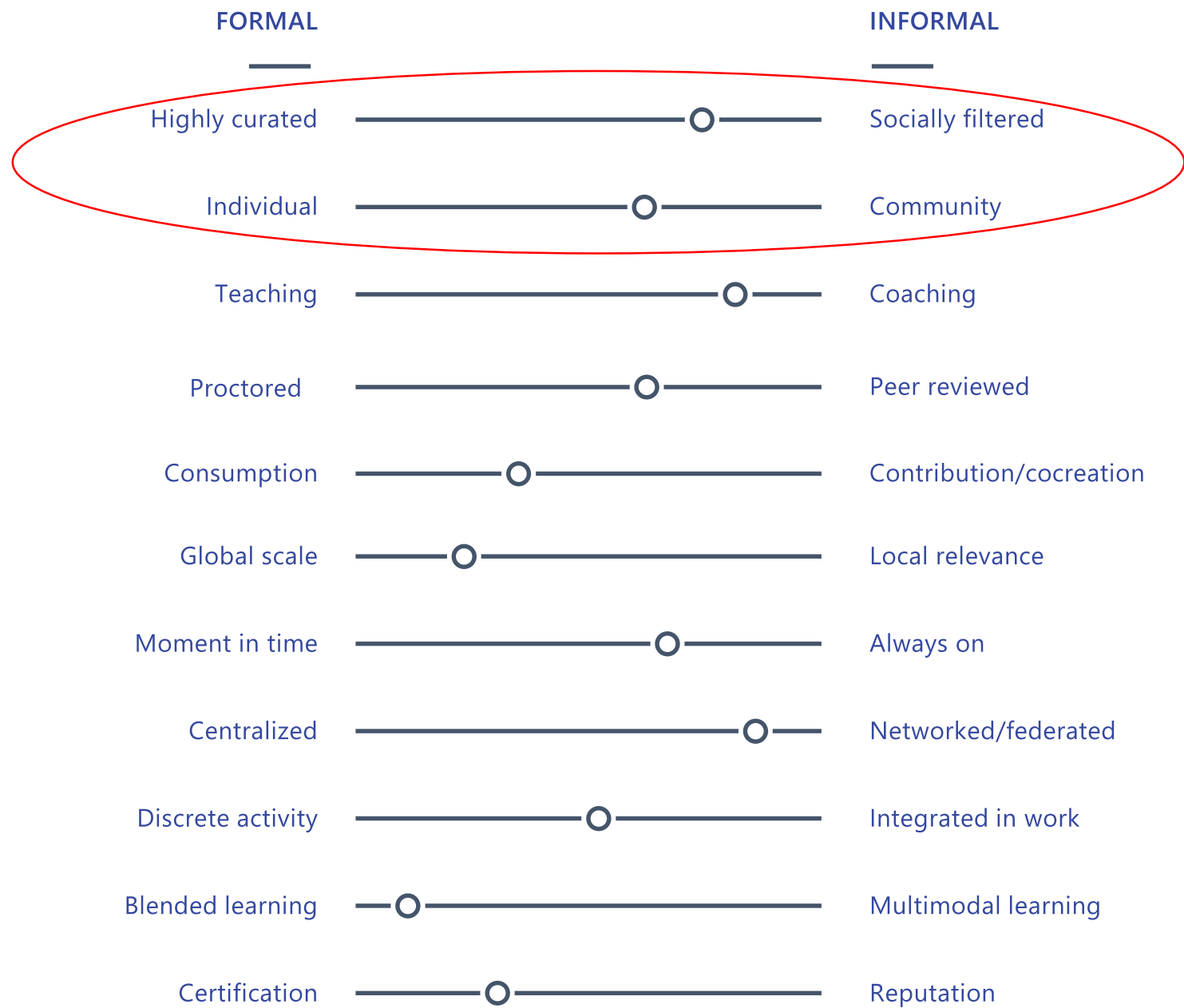
- Engage and motivate 10,000 sellers globally dispersed
- Prepare them to talk to a new audience
- Understand our new products
- Embrace new selling methodologies

OUR COLLECTIVE CHALLENGE

- People are often widely distributed geographically
- Information is changing fast
- Expertise is fragmented across org
- People don't have time or the patience for study
- Expectations on quality are high (consumer mindset)
- Getting people together physically is powerful but costly
- Changing behaviors and building new conceptual knowledge takes time

Setting the digital balance ?

Digital learning maturity can unlock access to a social learning ecosystem and the ability to more quickly adapt in a changing world.



Poll Question

Where are you on Your Digital Transformation?

1. We have no idea what that is
 2. Aware but nothing happening
 3. Headed down the path
 4. Almost there
 5. We were born digital
-

Why Teams?

“If I have seen further, it is by standing on the shoulders of giants.” — Isaac Newton



Scrum: Teams in Space

SPRINT: Sprint 1 QUICK FILTERS: Product UI Server Only My Issues Recently Updated

4 To Do 4 In Progress 1 Code Review 4 Done

TIS Developer Love 4 issues

- TIS-46 Update LocalTransport to handle
- TIS-40 Update FlightController to handle
- TIS-8 Requesting available flights is now taking >
- TIS-67 Developer Toolbox does not display by

Everything Else 9 issues

- TIS-45 Email non registered users to sign
- TIS-43 Extend booking experience in UI to include
- TIS-44 Reward Customers an extra 5-10%
- TIS-49 Draft network plan for Mars Office
- TIS-68 Homepage footer uses an inline style -
- TIS-42 Extend booking experience in UI to include

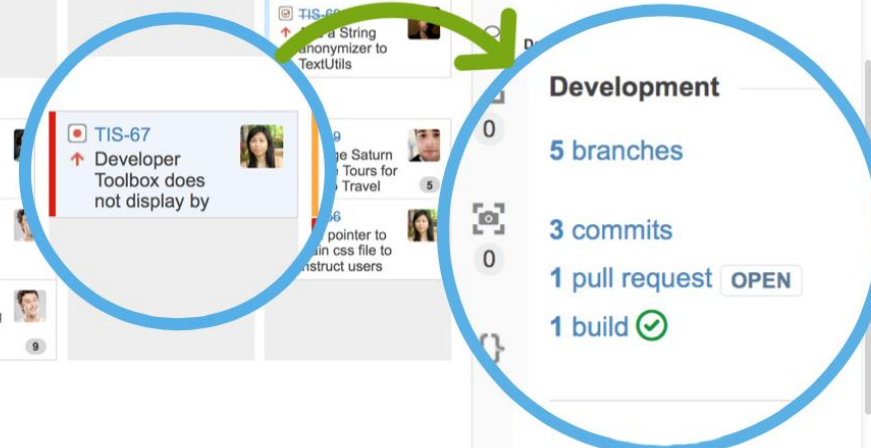
Teams in Space / TIS-67

Developer Toolbox does not display by default

Reporter: Jennifer Evans
Assignee: Jennifer Evans

Development

- 5 branches
- 3 commits
- 1 pull request OPEN
- 1 build ✓



A collage of Microsoft Teams interface elements. It includes a desktop chat window with a message about 'send your feedback ASAP', a smartphone displaying a 'Marketing' chat with a budget proposal, and another smartphone showing a meeting agenda with 'Marketing review' on Thursday, 15th at 10:30.

Marketing
Weekly Specials
4 more channels
Create a team

Daniela Madera
Setting up some time to review the marketing plan.

Marketing review
Thursday, 15th @ 10:30

Louisa Cain
Miguel, Corey, I'll try to make this but I need to rearrange some of my other meetings

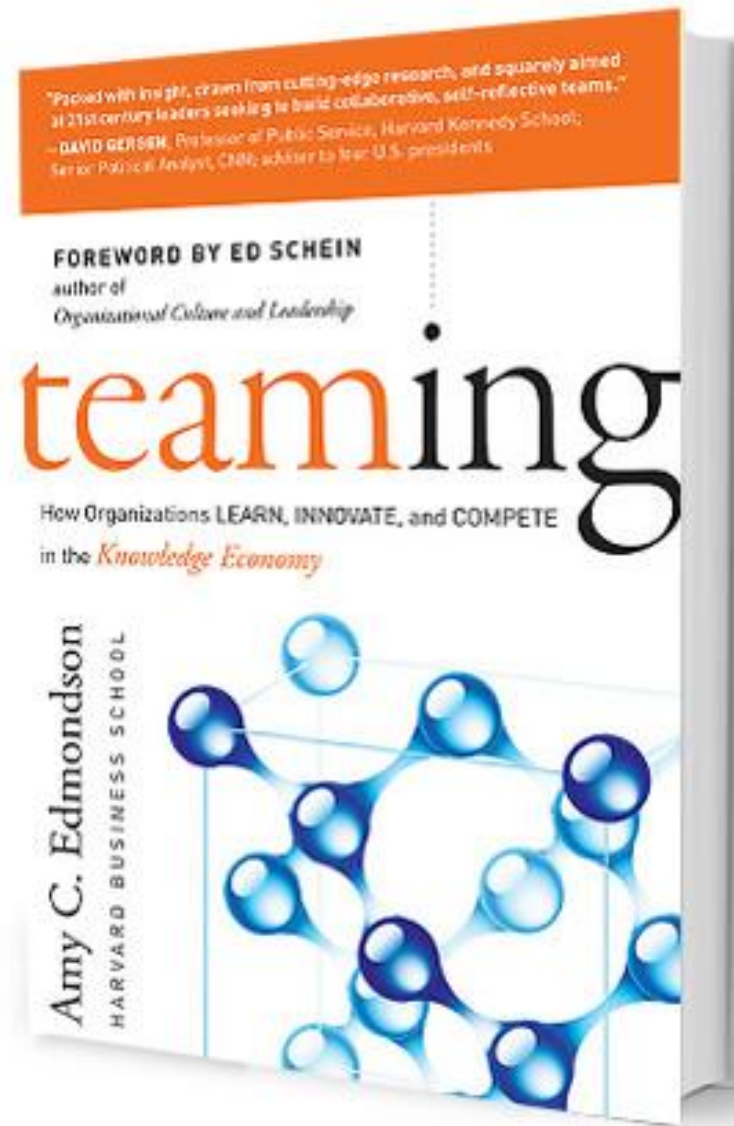
Start a new conversation

Julie 11:51 AM
Commented on 07/10 Schedule Nano

@lisa: Here you go!

Lisa 11:52 AM

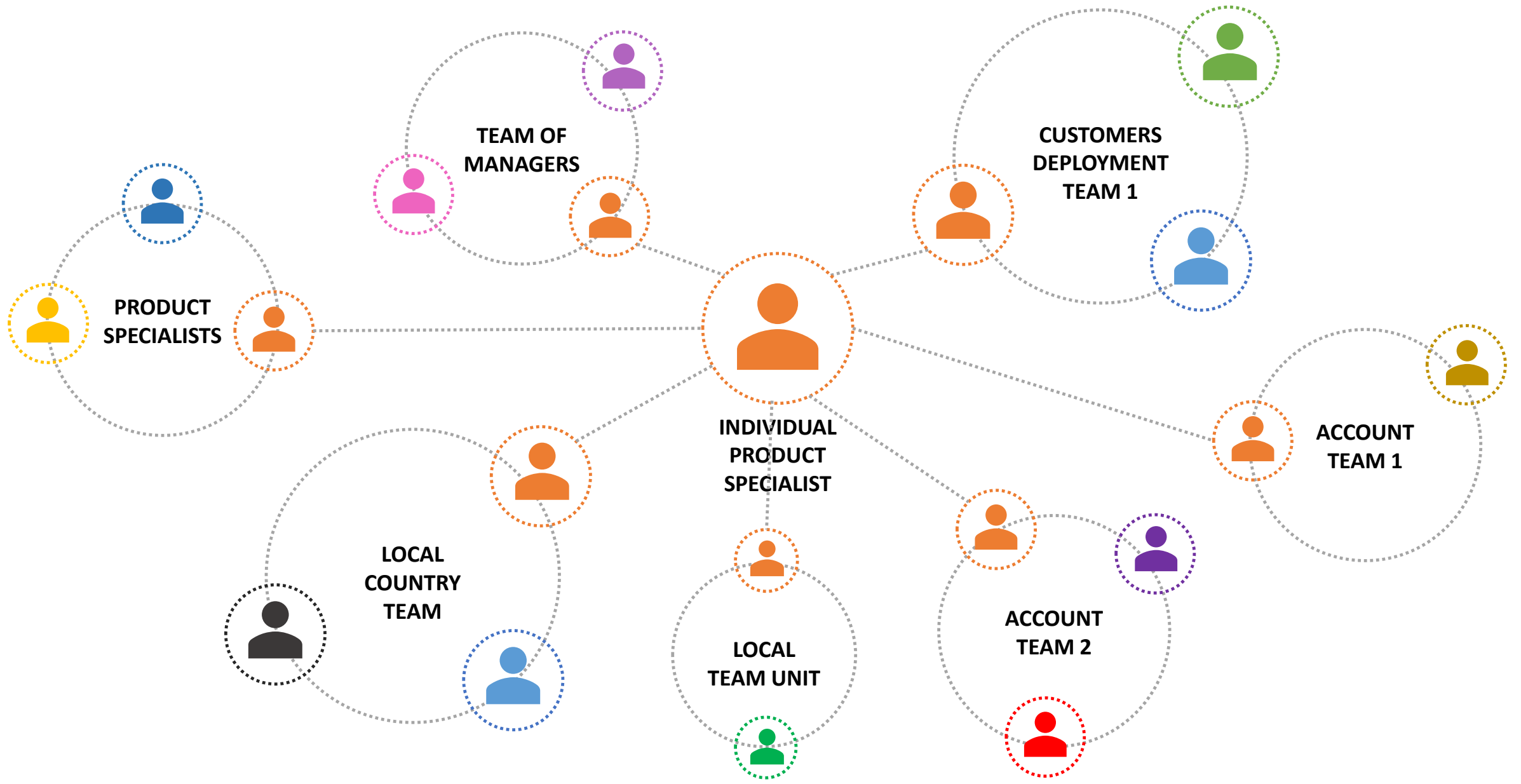




“Simply put, teaming is a way of working that brings people together to generate new ideas, find new answers, and solve problems. But people have to learn to team it doesn't come naturally in most organizations.”

- Asking questions
- Sharing information openly
- Seeking and offering help
- Experimenting and reviewing
- Tolerating and talking about mistakes
- Actively seeking and offering feedback

Complex Network of Teams



The learning

Tools Challenge



Trend: Post Netflix Expectations & the Consumer Mindset

“Just enough, just in time, just for me.”

- The Mobile Gen Attention Span
- Micro learning
- Adaptive testing
- Personalized learning
- Knowledge Management





THE HACKERS

hackathon

USE

TEAM TYPE1

110 110
0110 0101
0110 0010
0100 0100

Hacker


Demo





Course Content

Course Overview >




COURSE OVERVIEW

Assignments

YOUR ACTIVE ASSIGNMENT
"Assignments"


ASSIGNMENT



MY ASSIGNMENTS

Leaderboard


0 points



Timeline



Meet Up



Technical Support





Course Content

VIEW BY:

Course Overview

Week 1

Week 2

Week 3

Week 4

Week 5

Week 6

Week 7

Week 8

FA

Welcome to W

Click "Topic Overview" for a quick orientation and how it will help you as a seller.

CLICK TO

1. Why Should You**2. How Do You (10 minutes)****3. What Can We Learn from the Music Industry? (Est. 20 minutes)****4. How Does Performance Vary Within and Across Industries? (Est. 20 minutes)****5. Week 1 Customer Plan Assignment (Est. 20 minutes)****6. Week 1 Handouts and Additional Resources**

VIEW ▾

VIEW ▾

0/3 | VIEW ▾

0/4 | VIEW ▾

0/5 | VIEW ▾

0/9 | VIEW ▾



Course Content

VIEW BY:

[Course Overview](#)[Week 1](#)[Week 2](#)[Week 3](#)[Week 4](#)[Week 5](#)[Week 6](#)[Week 7](#)[Week 8](#)[FA](#)

IMPORTANT ANNOUNCEMENT - PLEASE READ

Final Assignment Due at 1pm Pacific Time on Monday, May 1st.

[CLICK TO READ](#)

Integrative Assignment Introduction
Video 8:14 min



🔖 ❤️ 30

Integrative Assignment Grading Rubric
Document



Job Aid

📄 🔖 ❤️ 23

Final Integrative Assignment Exemplars
Document



PDF

📄 🔖 ❤️ 25

Peer Review FAQ

Document



PDF

📄 🔖 ❤️ 21

Peer Review Rating Quiz

0:00 to 0:10



Quiz

🔖 ❤️ 49

Honor Code

As you complete assignments, please remember that you agreed to an honor code upon registration.

[CLICK TO READ](#)

Final Assignment

Due: May 1 2017 1:00 PM
Final Assignment In Progress



🔖 ❤️ 63

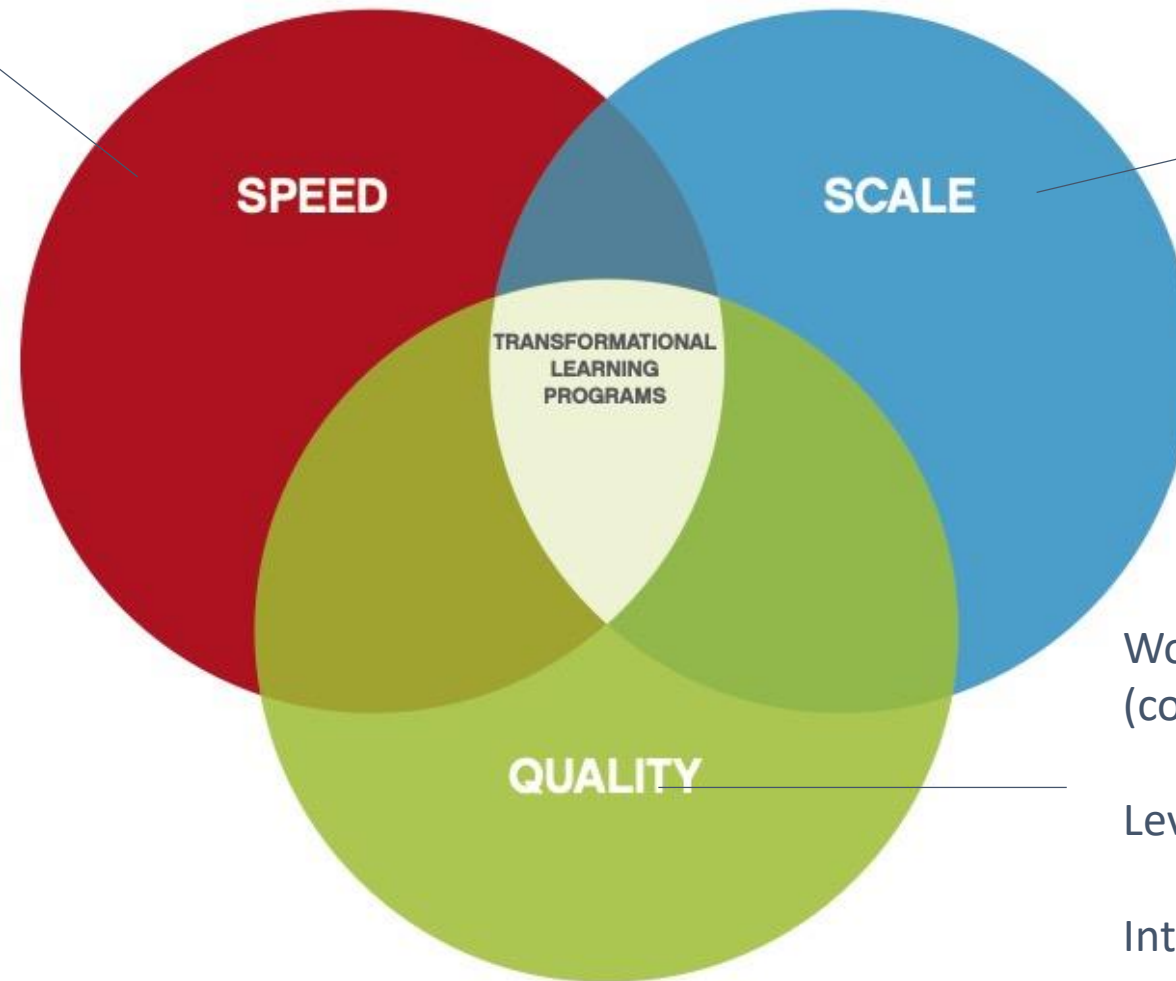
Learnings



The Holy trinity for transformational learning programs

Develop quickly and tune and change in real time and between cohorts

Cadence to support affective knowledge transfer – repetition over time, deliberate practice



Digital platform for Global and Local Scale

World class teachers and professors (consumer grade experience)

Level of interaction and motivation

Integrated in workflow

Great Learning Experiences are
Collaborative!



QUESTIONS?

Thank you
for joining us today!

If you have any additional questions, please email us at success@brandonhall.com.

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Products and services that we offer

How We Help You



Learning & Development



Talent Management



Leadership Development



Talent Acquisition



Workforce Management



MEMBERSHIP



STRATEGIC CONSULTING



EXCELLENCE AWARDS



PROFESSIONAL DEVELOPMENT

We Do This Through...

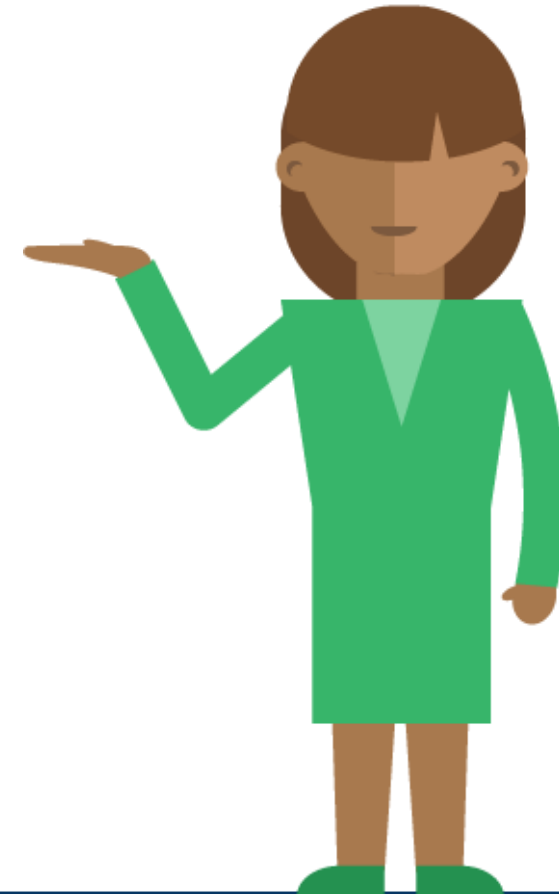
Research and Analysis that Define New HCM Standards

Success Stories from Global Organizations that Show those Standards in Action

Professional Development that Assesses Current State and Enables Innovation

Flexible Services to Design and Implement Transformative Solutions

Recognition that Validates the Transformation



Membership Offers Tailored Support

RESEARCH ACCESS & EVENTS

- Reports
- Case Studies, Frameworks & Tools
- DataNow® & TotalTech®
- Webinars and Research Spotlights
- Annual HCM Conference

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- 1 on 1 Consultations
- Research Briefings
- Benchmarking

CLIENT SUCCESS PLAN

- Your Priorities
- Executive Sponsor
- Client Associate
- Monthly Meetings



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Strategic Consulting Offers Expert Solution Development

BENCHMARKING

- Competitive/Comparative
- Maturity Model
- Custom Research

STRATEGY

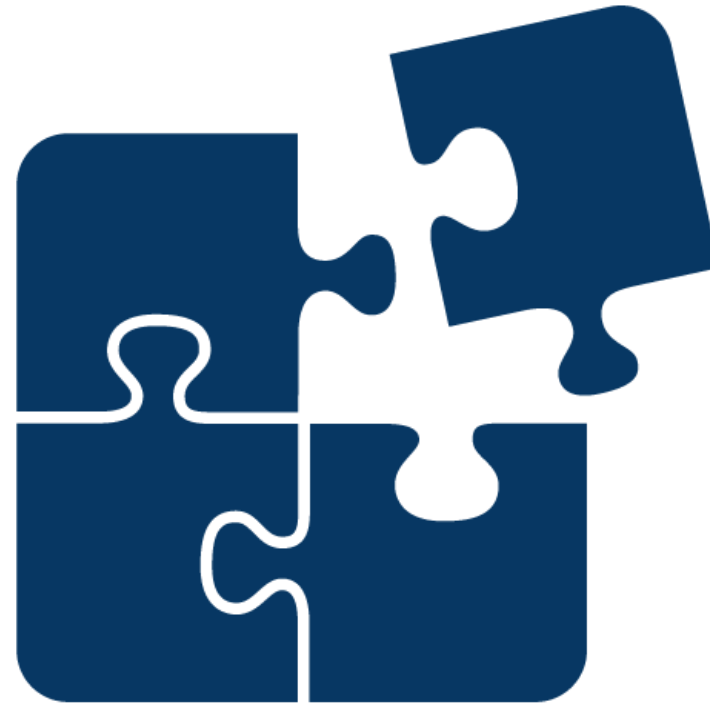
- Business Case
- Planning
- Organization & Governance

TECHNOLOGY SELECTION

- Vendor Selection
- Architecture Design
- Systems Evaluation

DEVELOPMENT & INTEGRATION

- Program Design
- Assessment
- Survey
- Process Integration



To learn more about consulting, please email us at success@brandonhall.com

Why Brandon Hall Group

1

We offer flexible, high-value memberships that offer everything you need at a cost you can afford.

2

Our research is better – more targeted, easily digestible, focused on business results, predictive, prescriptive.

3

Our solutions gets better results – research-driven, focused on the business, simple, targeted, flexible approach.

4

Our case studies are unique for their diversity and focus on business results.

5

Our professional development is practical, tailored to your needs, and equips you to take action.

What Our Clients Have to Say

Brandon Hall Group's Excellence Awards allows you to take a deeper dive and evaluate the programs that you've created at a level that you might not have the opportunity to do... They have always been a cornerstone for me.

- Katrina Williams, Director, Sales Capability
CDW

https://youtu.be/OgdA_tpM55U

What Our Clients Have to Say

I describe the attention and that customer service that I've experienced as being excellent. They are very attentive and wherever I need to be connected to whomever, they are there to help me.

- Joanne Veech, Global Talent Leader
PwC

<https://youtu.be/YkY-v8gfW5k>

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