

5-day Interactive Training Course

# The Future of Workplace Learning

The World Has Changed, Our Learning Must Adapt

14 Nov - 18 Nov 2022	Dubai	\$4,350
26 Dec - 30 Dec 2022	Dubai	\$4,350
13 Mar - 17 Mar 2023	Dubai	\$4,350
05 Jun - 11 Jun 2023	Dubai	\$4,350
13 Nov - 17 Nov 2023	Dubai	\$4,350
25 Dec - 29 Dec 2023	Dubai	\$4,350



# The Future of Workplace Learning

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## About the Course

*"The world is now changing at a rate at which the basic systems, structures, and cultures built over the past century cannot keep up with the demands being placed upon them."*

**John P. Kotter – Author of XLR8.**

The future of workplace learning has already arrived. With pivotal societal changes, disruptions, and new economic orders, what we must learn and the demands on when, where, and how that knowledge is transferred have substantially changed. Accepting this change is not a choice when today's enterprises face an existential crisis. Managers are no longer required to manage people, processes, and systems with the same archaic Management style, just as employees' skills are redundant working in the same stagnant functional roles. With the demand for T-shaped employees, Emotional Intelligence, and Leadership skills from all levels of the organisation, Managers are finding themselves 'out of date' technically, psychologically, and strategically as are 'I' and 'X' shaped employees who must now transition into the pivotal 'T-shape' to support the Organisation's survival and growth.

In this training course, the delegates will learn how Organisational Agility, Customer Centricity, and Team and Technical Agility have replaced old L&D demands, how organisations create a continuous learning culture, the benefits to individuals who adopt life-long learning to survive, build, and grow in this new era, and what these changes look like in the near future.

Using advanced communicative methods specifically for the virtual learning environment, the delegates will also learn how to effectively transfer and receive knowledge that has an immediate positive impact on the individual's breadth of knowledge and learning capabilities and directly on an Organisation's ROI. While the topic is serious, it cannot be successfully understood without some unavoidable fun with the elements of behavioural change!

## Core Objectives

**After attending this training course, the delegates will be able to:**

- Recognise how fast and effective learning cultures at all levels drive Organisations to respond to market changes and emerging opportunities successfully
- Define and explain the benefits of Collective Knowledge
- Define and compare I, X, and T-shaped employees and describe which organisations benefit from each
- Differentiate between learning initiatives built around value versus training built around skills
- Examine and interpret virtual communication quality

## Training Approach

Using a blended version of Strategic Planning, Change Management, Scaled Agile, Corporate Psychology, Emotional Intelligence, Leadership skills, and Neurolinguistic tools and techniques from some of the leading global institutions and individuals, SAFe®, John P. Kotter, Mik Kersten, PMI, and National Federation of Neurolinguistic Psychology, this training course provides knowledge transfer and retention via an advanced coaching methodology.

## The Attendees

This training course is best suited to individuals who are responsible for, manage, guide, support, or are or will be members of managed, self-managed, virtual, and physical workgroups that produce a product, service, or result who require professional survival and growth now and in the near future.

**It is suitable for a wide range of professionals but will greatly benefit:**

- Supervisors
- Team Leaders
- Executive Levels
- Business Strategists
- Entrepreneurs
- Corporate Managers
- HR Professionals
- Programme and Project Managers
- Recruitment and Career Professionals
- Individuals seeking to improve their career paths

# DAILY DISCUSSION

## DAY ONE

### THE DIGITAL REVOLUTION

- Business Agility: Survival of the adaptable
- Digital and Technology differences
- Real Customer Centricity and why it matters
- The Growth Mindset of Agile Organisations
- Maintaining resilience when Leading Change

## DAY TWO

### THE LEARNING ORGANISATION

- Creating Leaders, not more Managers
- Collective Knowledge
- Team & Technical Agility
- Project vs Operational Learning
- Relentless Improvement

## DAY THREE

### T-SHAPED EMPLOYEES

- Where 'I' and 'X-shaped' employees can add value?
- Why the demand for T-shaped employees?
- How do T-shaped employees add direct value to the business?
- Connecting performance management to business outcomes
- The Role of the Manager: Past, Present, and Future

## DAY FOUR

### DEVELOPING INDIVIDUALS, UPDATING TECHNICAL SKILLS

- Creating Leaders, not more Managers
- Ensuring direct ROI through L&D initiatives
- Emotional Intelligence
- Leadership as a Behaviour
- Situational Communication

## DAY FIVE

### VIRTUAL PRESENTATION SKILLS

- Virtual Learning's role in our Future
- Getting your message across
- Professional Etiquette and Learning Blockers
- Reading & Using Body Language
- Vocal Coaching and Role Play