Welcome to

From Trainer to Transformer: L&D as a Key Lever For Organizational Success

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**Mission:** Work with schools, companies, governments, nonprofits to transform the nature of workforce learning around the world

**Vision:** The right skills, to the right people, in the right way, at scale

Advice    Learning    Credentials

Enabling Infrastructure and Tools

Sparking a Global Renaissance in Education for All Learners
As the impact of COVID-19 accelerates automation and other technological changes, the need to enhance skills -- and the role of learning and development -- has never been greater.

Chief learning officers are now presented with an unprecedented opportunity to embrace a more powerful role -- the transformer CLO -- to make sure their organizations thrive during this crisis and beyond.

Join us for expert insights and peer discussions that will help you and your organization emerge from this crisis stronger and smarter.

Registration now open at https://bit.ly/trainertotransformer
Agenda

9:00 - 9:15  Welcome + Setting the Stage

9:15-10:15  Transforming Learning Methods
- Jessica Buechli (Director of Learning & Development, UPMC),
- Mark Cousino (Executive Director & Global Head of Learning, Raytheon),
- Stephan Kasulke (Chief Learning Officer, Deutsche Telekom)
- Susan Young, Moderator

10:30-11:30 Transforming Learning Departments
- Julie Dervin (Head of Global Learning & Development, Cargill)
- Allison Horn (Managing Director, Talent Organization Lead, Accenture)
- George Westerman, Moderator

11:45-12:30 Transforming Career Advice

12:30-12:45  Closing Remarks
A new strategic model of Learning & Development is emerging just in time:

The Transformer CLO

The Transformer CLO model involves three big changes

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<th>GOALS</th>
<th>METHODS</th>
<th>DEPARTMENTS</th>
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<td>From developing skills to developing <em>mindsets &amp; capabilities</em> that help workers to <strong>perform now</strong> and <strong>adapt smoothly</strong> in the future.</td>
<td>Learning is more <strong>personalized, atomized, and digitized</strong>. Learner-centered. Available when and where it’s needed.</td>
<td>Learning units are becoming <strong>leaner, more agile, and more strategic</strong>.</td>
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Transforming learning goals

*From delivering courses to enabling transformation and growth*

- Change leadership development
- Democratize learning & development
- From skills to capabilities: Cultivating curiosity and a growth mindset

“We don’t really know enough about what the world will look like in the next couple of years to be able to predict exactly what skills we will need. If you focus on building individual micro-skills, you may be missing the bigger picture” – Amelie Villeneuve, UBS

Transforming the Learning Experience: For Everyone

Digitized
Atomized
Personalized
Optimized
In the flow

From courses to learning experiences

Create engaging and effective experiences that meet employees wherever they happen to be: geographically, temporally or intellectually

- Peer teaching
- Pinboards
- Recommendation engines
- Learning days
- Daily questions
- Reserved time
- Global classrooms
- Simulations

Transforming the L&D Unit

Organization
- Smaller
- Budget → Value
- Faster, more agile
- Impact, not just spending or use

Roles
- Learning strategist
- Experience designer
- Software developer
- Curator
- Communications
- Finance

Development & Delivery
- From creation to curation
- Learning outside the classroom
- Multiple sources and formats
- Co-creation
- Subject matter expert curation
- Peer learning

L&D Leaders (and their executive peers) have a choice to make:

Which one will you choose?