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# The impact of technology changes on the future of learning

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# Learning: An evolving approach

## Learning is separate from work

Training is event driven  
(**classroom**)

Learning is a distinct activity

## Learning is part of work

Learning is an obligation to  
employer and employee

Structured learning opportunities  
offered within work (**e-learning**)

## Learning happens while at work

Learning on demand in line with  
business requirements

Learning connected to knowledge  
(**Social networks, Communities...**)



# The need for Life-long Learning

**“We can't solve problems by using the same kind of thinking we used when we created them.”**

**Albert Einstein**



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# Current trends

Overcoming  
existing  
barriers

Access to  
learning and  
knowledge at  
a cost

Better  
connection  
with experts

Wider groups  
and wider  
distribution

Collaborative  
and social  
tools

# Learning innovation

**"The definition of insanity is doing the same thing over and over again and expecting different results".**

**Albert Einstein**

Push	→	Pull
Formal training	→	Collaborative learning
Rigid	→	Personalized
Mandated	→	User generated
Inflexible delivery	→	Flexible (virtual/wearable)
Instructor led	→	New media

# Challenges to innovation

- ✓ Instant knowledge generation
- ✓ Not all information is knowledge
- ✓ Our ability to differentiate between information and knowledge
- ✓ Reformulate/shape our thinking, assumptions and capabilities
- ✓ Appeal to all generations
- ✓ Cater for greater specialization of knowledge topics
- ✓ Keep learning cost down & learning time efficient
- ✓ Accessible anywhere in the world
- ✓ Rate of innovation versus digital literacy

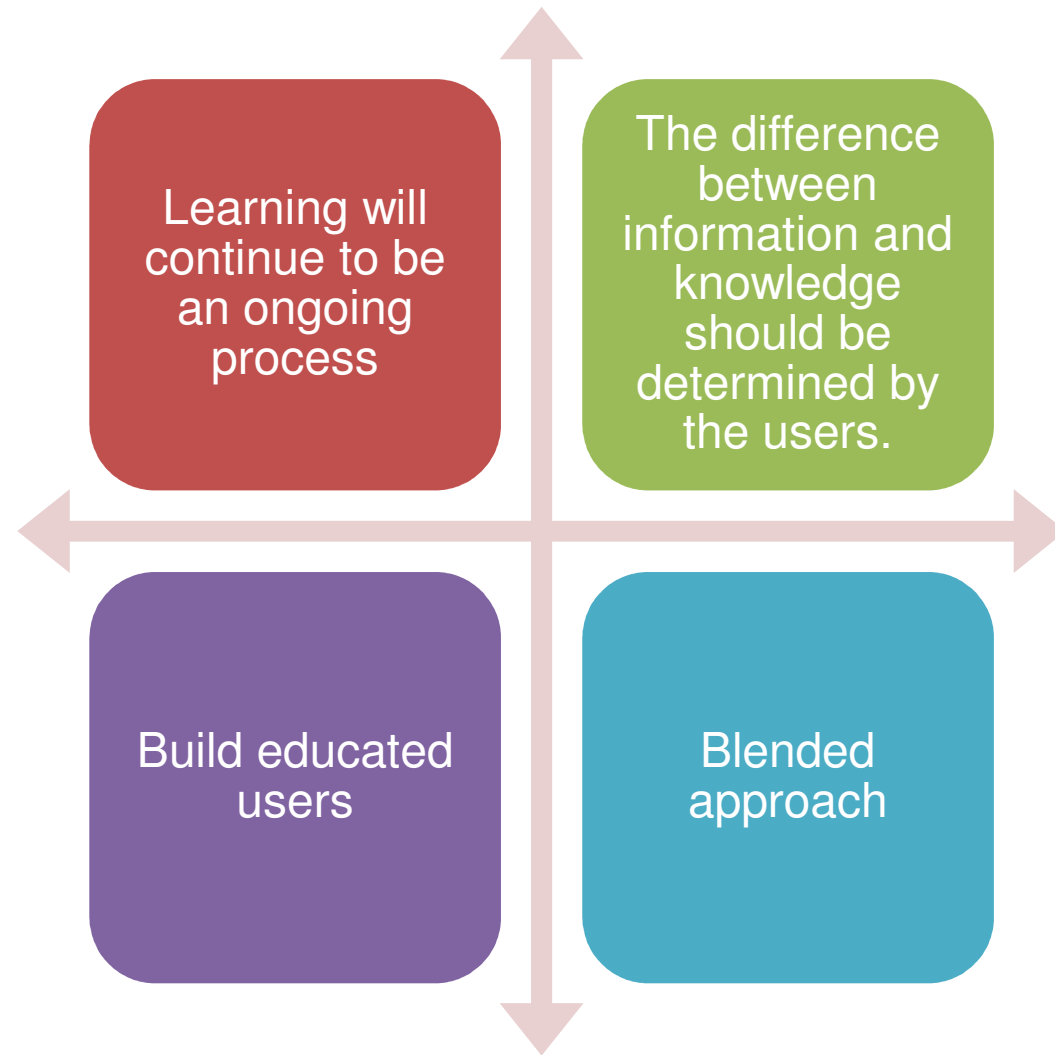


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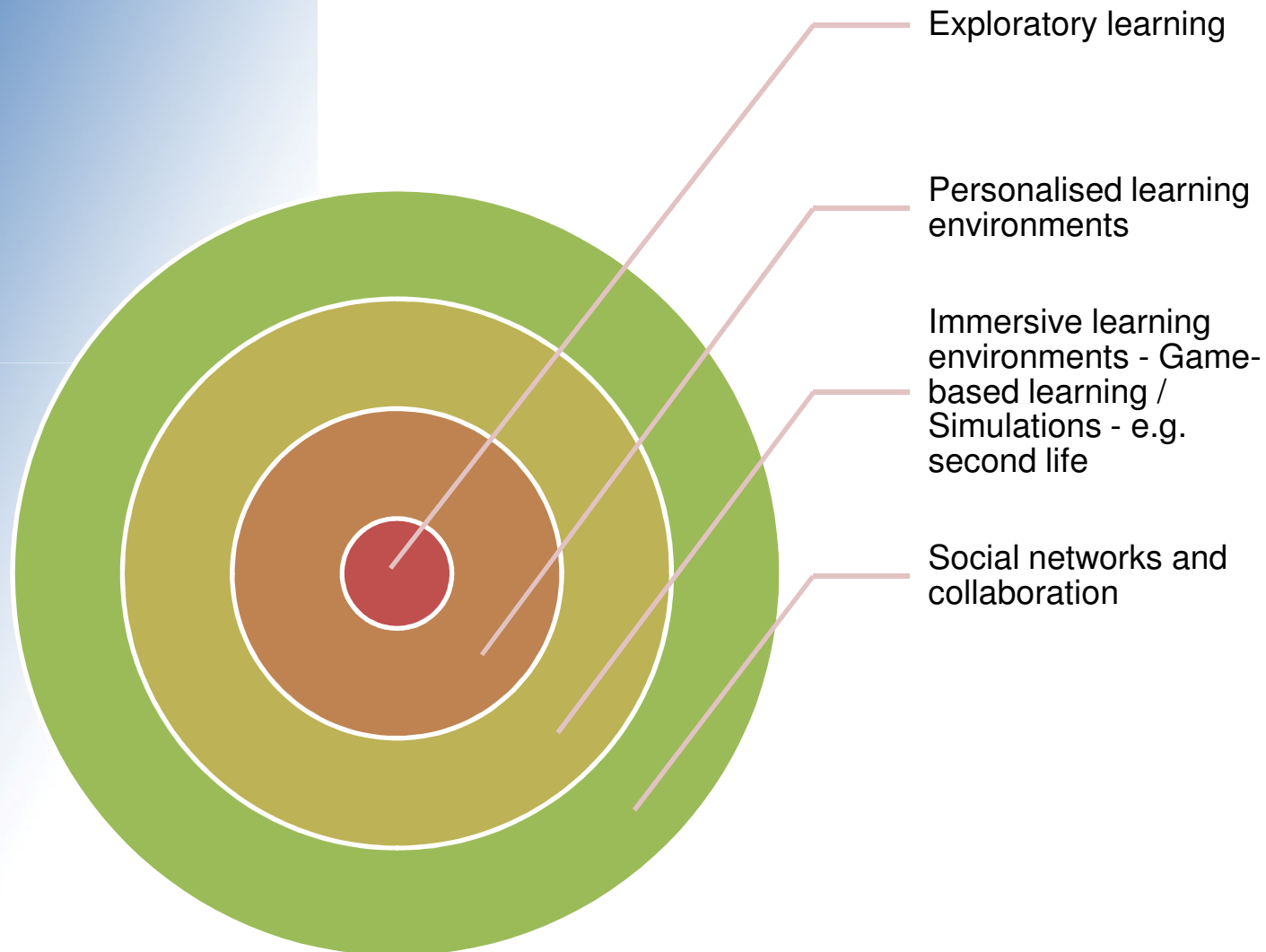
# The future of learning: Directions



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# Current targets for learning design



# The future of learning in the workspace

- ✓ Integrated organizational learning platforms :
  - Informal & personal learning
  - Learners will need skills
  
- ✓ Need for recognition and incentives:
  - Mandatory requirement
  - Optional = reward system
  - Incentives
  
- ✓ Alignment of policy, institutional practice, and with the learner



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# Thank you

