

5 Factors Transforming Workplace Learning

Huge shifts are taking place throughout the world of business, and workplace learning is no exception. Many of us feel off-balance.

Here are five of the main factors impacting today's learning professionals:



Technological Disruption

1

Most industries and fields are being affected by rapid technological change. Automation will change the job landscape, and both employers and employees know it. This means that agile skill development and, especially, soft skills such as leadership, communication, critical thinking and team-building will be more important than ever.



Career Fluidity

2

Employers increasingly value cross-functional teams, while employees expect multiple roles and continuous learning throughout their working lives. Up is no longer the only direction: lateral moves into roles that align with employees' interests and developing skills can keep work dynamic and engaging.



Soft Skills Pre-eminence

3

Communication, leadership, negotiation, team-building and emotional intelligence are highly in demand in all industries and critical to all disciplines and job roles, especially when employees collaborate across departments. They also happen to be things that humans do best; jobs that depend on these abilities are unlikely to be replaced by automation.



Content Explosion

4

High-quality content is available at the touch of a fingertip. Informal, learner-directed exploration via Google and YouTube is one of the top sources of learning in our workplaces today. L&D departments are increasingly embracing new roles in content curation, guiding and validating different types of learning.



Learner Autonomy

5

Employees are highly motivated to learn and grow, and self-directed learning is on the rise. L&D departments can support learners to build their careers and develop the skills their organisations need through a combination of formal and informal, online and offline learning experiences.