

# Continuous Learning For Corporate Success

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# A Brief Introduction to **Continuous Learning**

"Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow." **William Pollard**

Continuous learning is a means for a company to show its employees they are worth investing in.

This not only instills a sense of belongingness among the employees resulting in better motivation, but also prevails a culture of learning organization-wide, resulting in creating business scalability and diverse employment opportunities.

Continuous learning is not static, rather it's a never ending, always evolving exercise

We are living in the age of the 4th Industrial revolution, and like the preceding industrial revolutions, we are witnessing a yawning gap between the skills required to keep pace with this revolution and the skillsets that we possess.

A study published by the Organisation for Economic Co-operation and Development in 2018 estimated that 46 percent of all jobs have at least a 50 percent chance of being lost or greatly changed.



" The challenge isn't upskilling to fit today's business environment but building a competence to be constantly upskilling, ever more quickly."

**Tom Puthiyamadam,  
PwC**

The World Economic Forum published a list of skills that will be needed in the near future.

6 of the top 10 skills relate to higher order thinking.

We should appreciate that higher order thinking skills cannot be acquired during a weekend seminar, or a one -off training seminar.

One of the prime reason as to why many corporate workers are disillusioned with their skillset adoptions is a wide time lag between these adoptions.

The paramount need should be limited to just skilling or learning but continuous learning/skilling

# The 4th Industrial Revolution

## Changing The Fabric Of Skills & Learning



“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn”. **Alvin Tofler**

4th Industrial Revolution has made the corporate landscape more interesting and intriguing by creating a potential for advanced human machine interaction, big data and artificial intelligence leverage

For businesses to remain competitive, they should rethink how and where work is done, thereby potentially reshaping their organizational structures, cultures, and processes to fit these changing developments.

The four skill categories that can provide a foundation for lifelong learning and the skills needed for 4IR.



Workforce Readiness



Technical Skills



Entrepreneurial Skills



Soft Skills

# Are We Doing It The Wrong Way?

## Approach Corporate Learning with a New Thinking

The need for employee skillset development has never been more urgent. There is also a growing recognition that employee learning & development should not be restricted to the few who are in or close to the C-suite.

With the proliferation of collaborative problem-solving platforms and digital “adhocracies” that emphasize individual initiatives, employees across the board are increasingly expected to make consequential decisions that align with corporate strategy and culture.

### A recent McKinsey study presents a few eye opening revelations:



**75%** managers dissatisfied of company's L&D function



**70%** employees do not have a mastery over skills needed to do their job



**Only 12%** employees could apply learning from company's L&D initiatives



**Only 25%** employees believed that training measurably improved performancee In-person Events



Not only is the majority of training in today's companies ineffective, but the purpose, timing, and content of training is flawed. Bryan Caplan, professor of economics at George Mason University, and author of *The Case Against Education*, says in his book that education often isn't so much about learning useful job skills, but about people showing off, or "signaling."

# 3 Gaps

In Corporate Learning Practice

There are three main reasons for the disjointed state of employee skillset development.

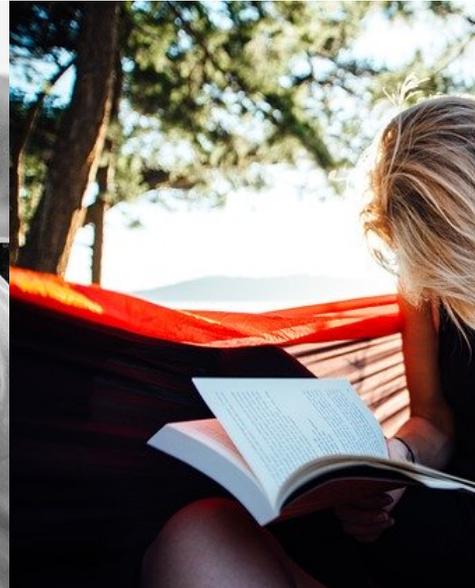
The first is a gap in motivations. Organizations invest in executive development for their own long-term good, but individuals participate in order to enhance their skills and may not necessarily remain with the employers who've paid for their training.

The second is the gap between the skills that executive development programs build and those that firms require - particularly the interpersonal skills essential to thriving in today's flat, networked, increasingly collaborative organizations.

The third reason is the skills transfer gap. Simply put, few executives seem to take what they learn in the classroom and apply it to their jobs

# Road Ahead

## New Opportunities & Trends



# #1

## PERSONALISED TRAINING

*personalize training so that it adapts lessons based on employee performance, tailoring content to every single employee's needs, learning style, and delivery method*

# #2

## MEASURABLE OUTCOMES

*will ensure all students achieve and make continuous progress toward increasingly challenging academic goals.*

# #3

## FROM CREDITS TO OUTCOMES

*will ensure all students achieve and make continuous progress toward increasingly challenging academic goals.*

In a 2018 Korn Ferry survey, 33% of employees planning to quit their jobs that year said it was because they were bored and needed a new challenge.

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