

VALAMIS

How to successfully cultivate workplace skills development

Webinar

May 30, 2024



About Valamis

Valamis is a people-first company developing a visionary product for the future.

Fusing our expertise in design, technology, data, and learning, we work as your strategic partner to build a solution that creates value for your people and business.



About our speakers



Laura Overton

Learning Analyst, Speaker, Author, Researcher
Founder Learning Changemakers

Laura Overton is an award-winning learning analyst dedicated to uncovering and sharing effective practices in learning innovation that lead to business value. The author of over 40 reports and hundreds of articles, her work is based on 30 years of practical experience and a commitment to supporting evidence-based learning decisions.



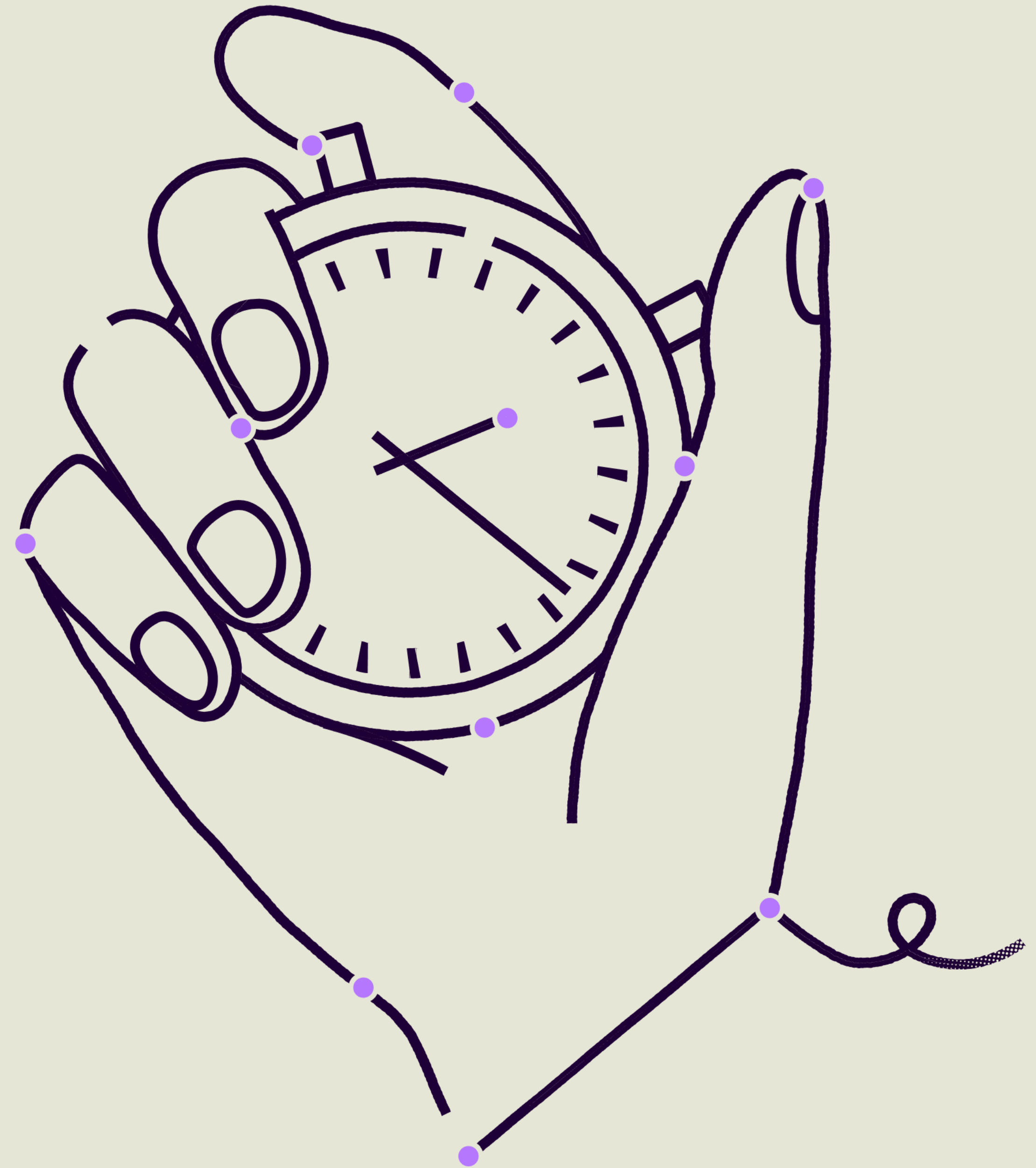
Mika Kuikka

President, Valamis North America

In addition to being President, Mika Kuikka is one of the co-founders of Valamis. Mika is an online learning enthusiast. He is responsible for Valamis business in the United States. Mika has helped organizations of all sizes in their digital transformation of learning, translating the customers' voice to the Valamis product development team.

Today's agenda

1. The skills opportunity and the challenge
2. Skills vs. Compliance
3. Doing the right thing at the right time
4. Enabling learning, cultivating skill
5. Continually improving
6. Successfully cultivating workplace skills



The promise of technology

Democracy

Abundance

Flourishing



Our learner's reality

What is the first reaction of our learners to online learning?

**Type your answers into chat
BUT DON'T hit send!**

Now hit send





The skills opportunity and the challenge



60%

organisations say that skills gaps in the local labour market hold back the transformation of their business

2024 Putting skills first PWC and WEF

44%

core skills will be disrupted in next 5 years (vs 35% estimated in 2016)

[Future of jobs WEF May 2023](#)

25%

of skill sets for jobs has changed in last 5 years (expected to double by 2027)

[Workplace learning report 2023 LinkedIn](#)

80%

of the workforce 92% managers and 77% of senior leaders felt poorly prepared for the future

[Gartner May 2020](#)

Top 3 Priorities in 2023

CIPD Learning at work 2023

30%



Looking to increase growth rates

Top organizational priority up from 24%

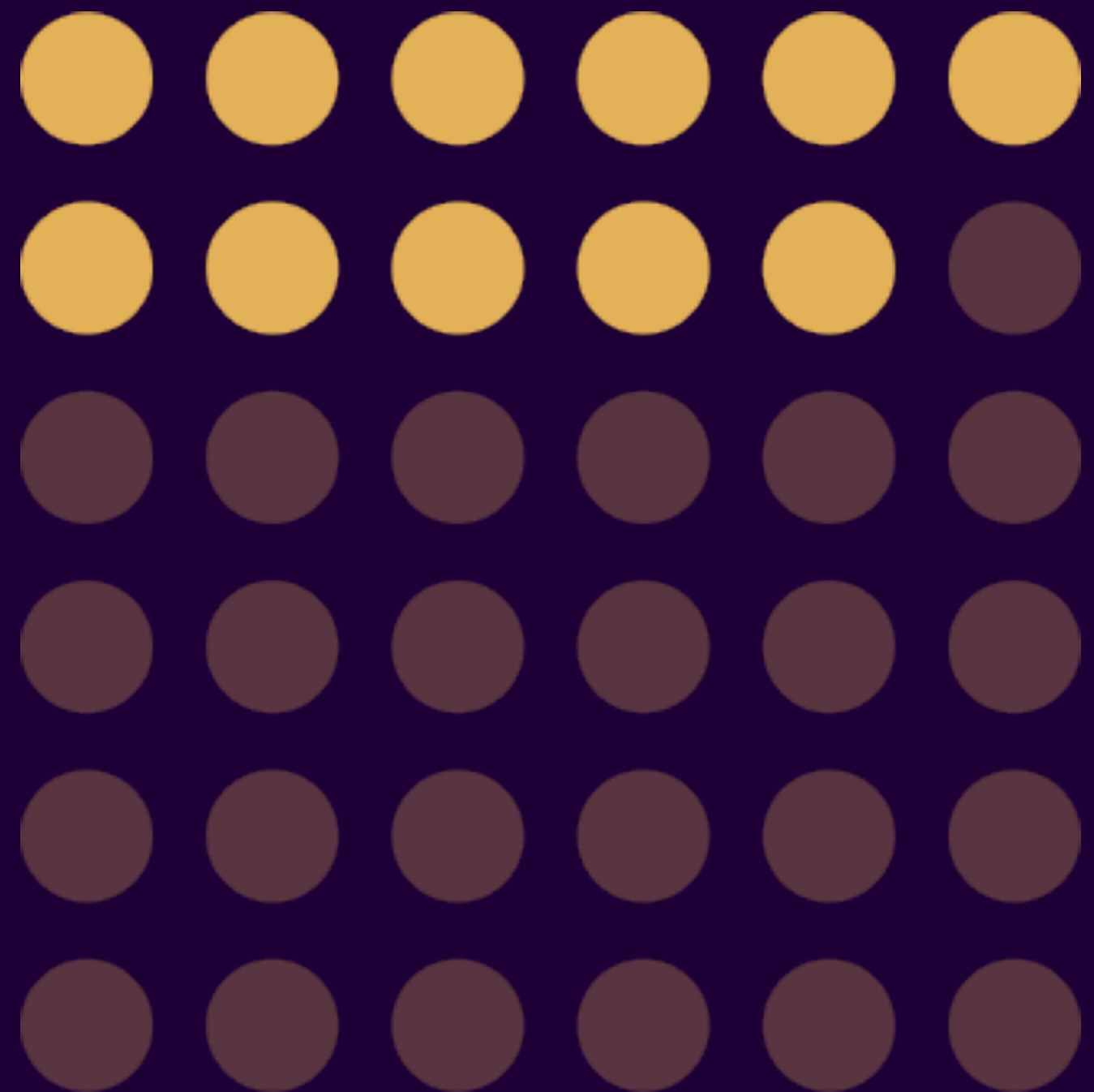
25%



Looking to improve staff retention

Top People priority , doubled since 2021

29%



Address skills gaps

Top L&D priority

The business value of skill is readiness

#1: Responsiveness

- Responsiveness
- Innovation

#2: Retention

- Talent
- Customers

#3: Reinvention

- Technology/Business models



Our role is to get individuals,
teams and organizations

Equipped and ready

Learning innovation and business impact

Average reported improvement over 10 years

Organisational outputs

Process and product change

27%

Speed of IT rollout

26%

Customer satisfaction

19%

Organisational productivity

14%

Revenue

10%

6

People impact

Staff satisfaction

20%

Qualification

20%

Time to competency

18%

Reduction in staff turnover

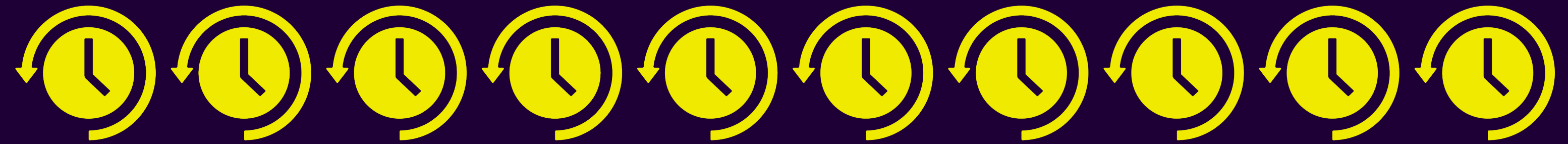
9%



**Is the business rushing
to us for help?**



42%



managers don't make time for learning

38%



L&D overwhelmed and under equipped





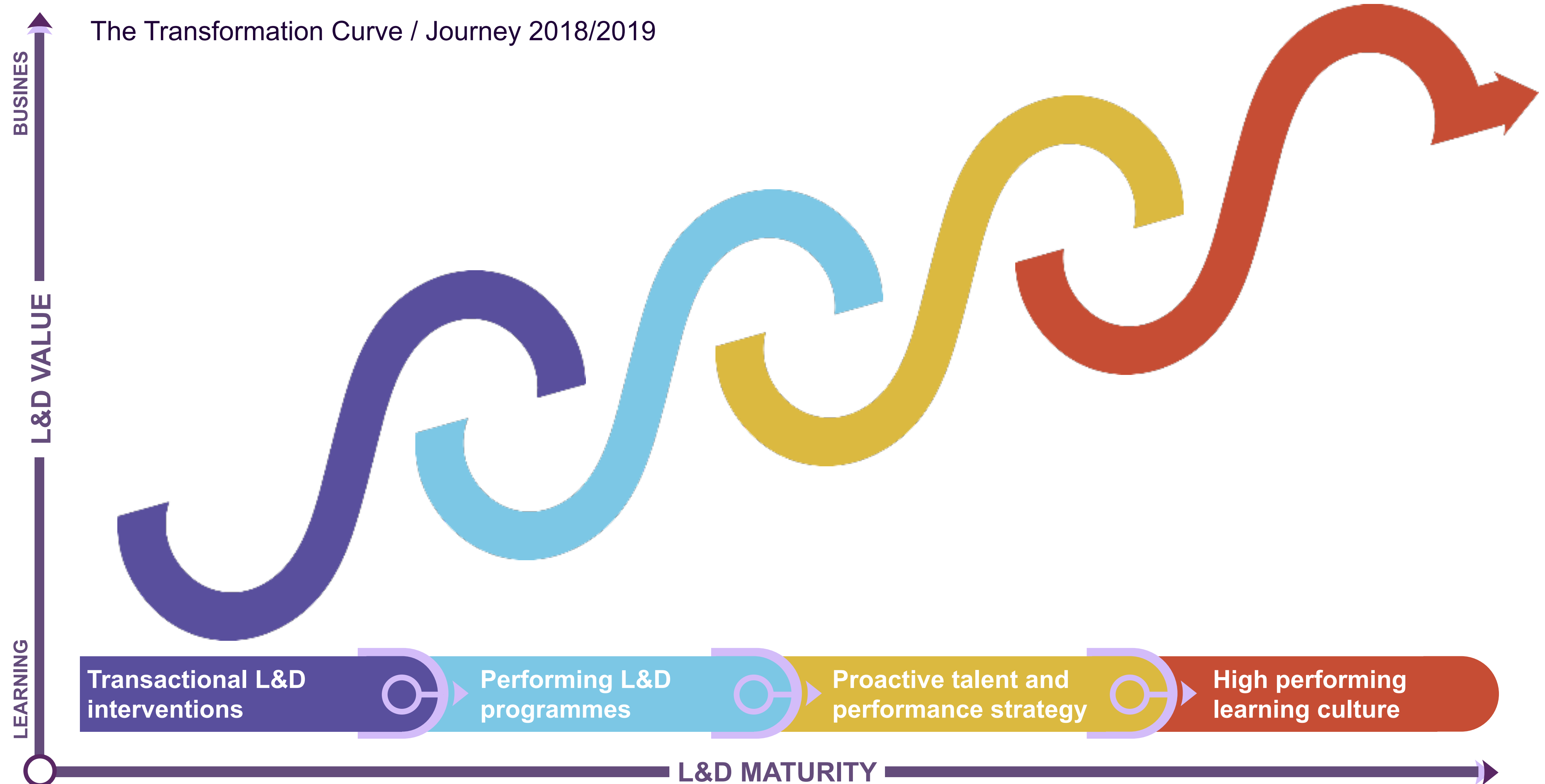
Pressure is on

The background features a light beige color with several large, overlapping organic shapes in a slightly darker shade of beige. Two of these shapes contain a halftone dot pattern. On the left side, there is a solid purple circle.

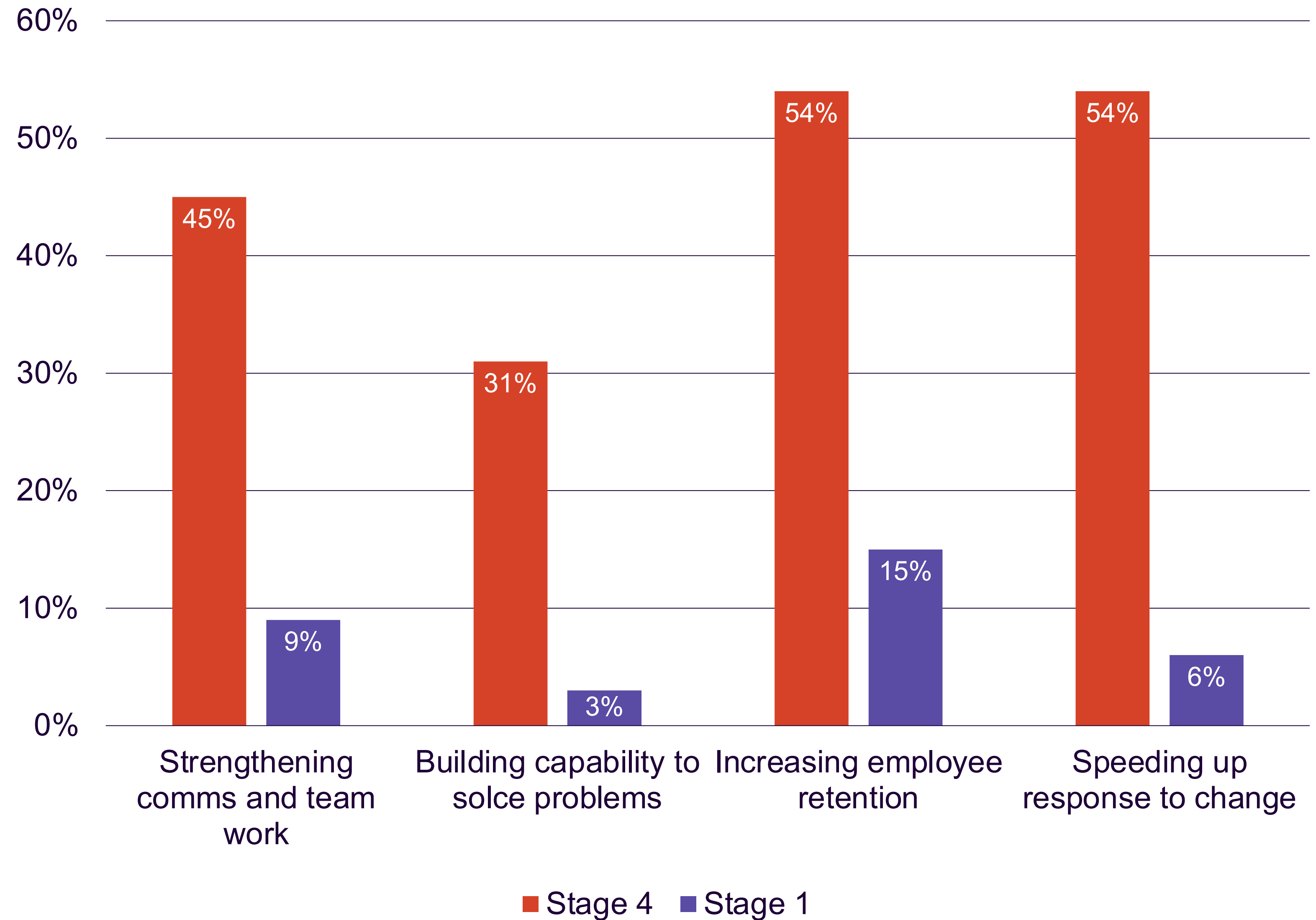
Skills vs compliance

Mapping the journey to L&D transformation

The Transformation Curve / Journey 2018/2019



Maturity matters when we want to shift behavior

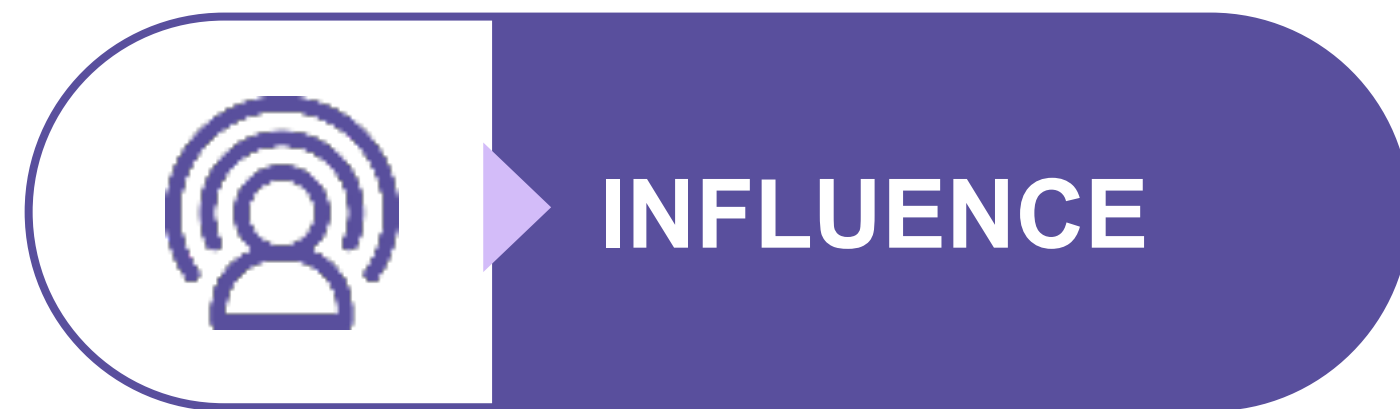


Technology

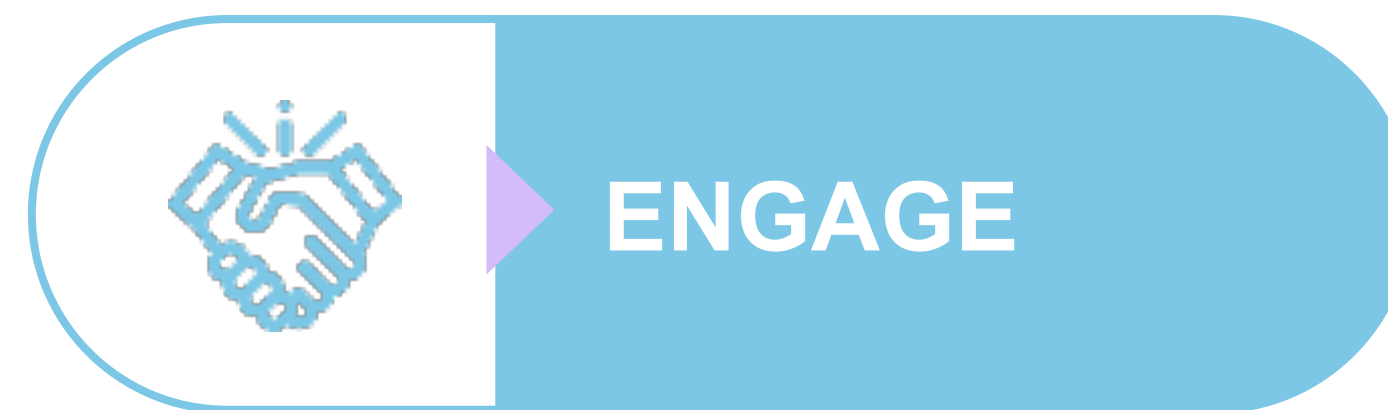
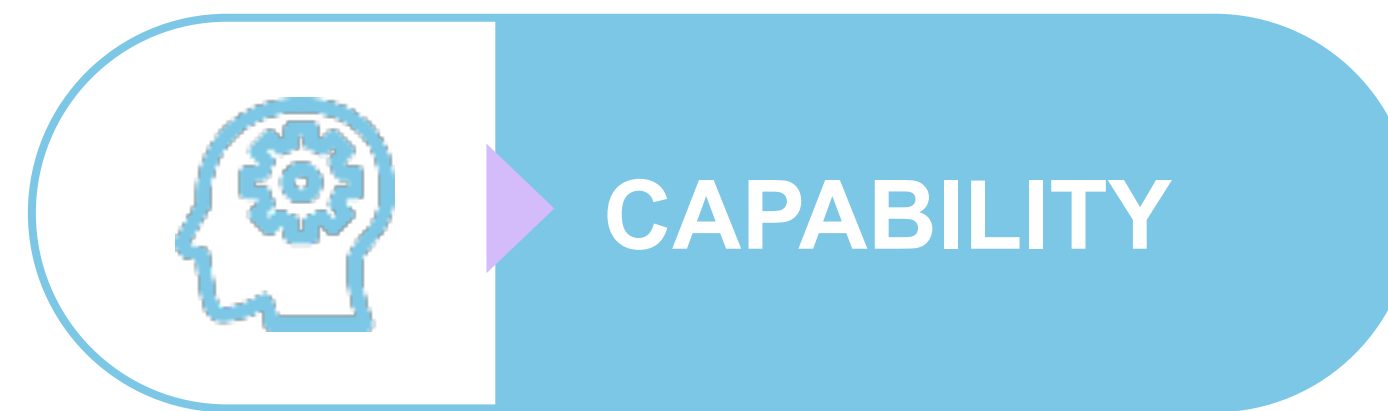
Our **enabler** not our savior



Principles of success



get Ready



Respond



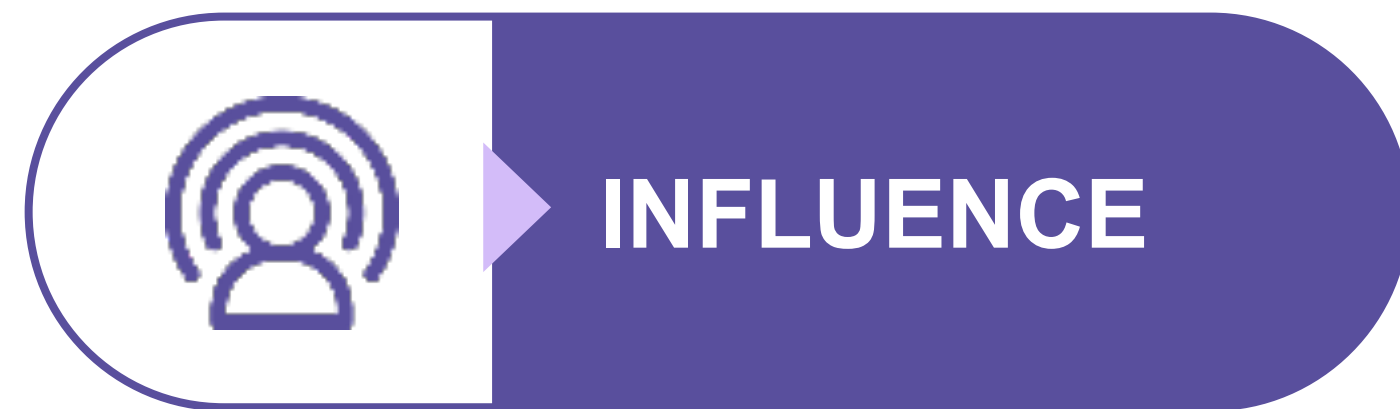
Revisit



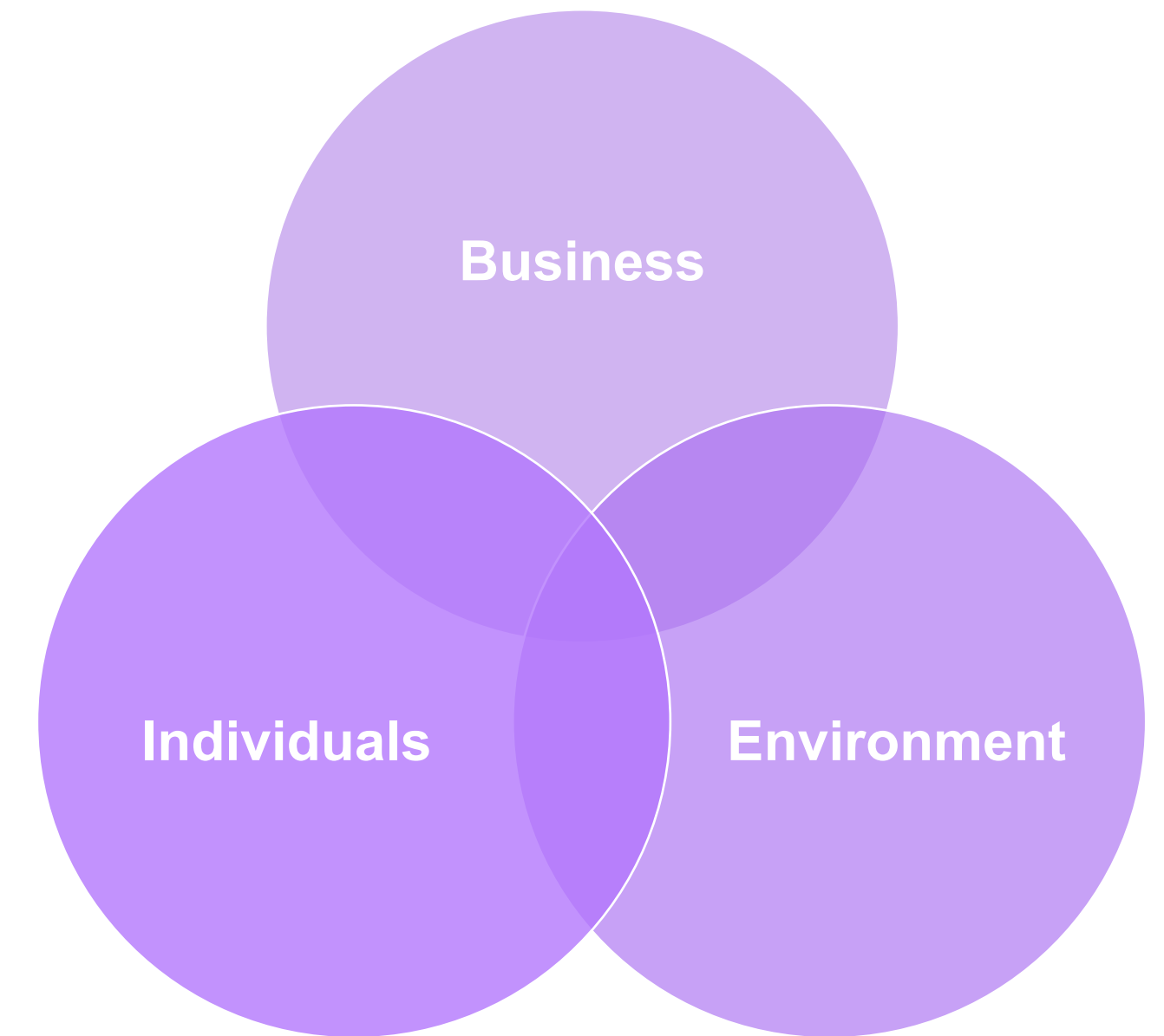
**Doing the right thing
at the right time**

Cultivating skills?

Know your terrain



get Ready



THE L&D VALUE SPECTRUM



Work with your terrain:

Virtuous cycle of value and partnership



Learning and skills
CIPD 2021



Doing the right thing at the right time



What is a priority for the organization right now?



What is important to the individuals right now?



How do I leverage and influence context and culture?

Know your terrain. Work your terrain.

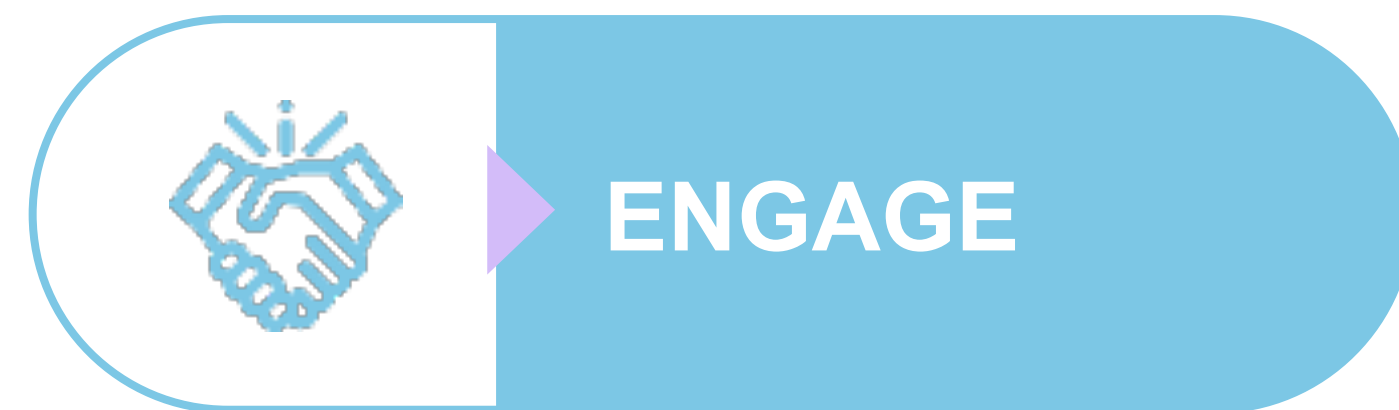
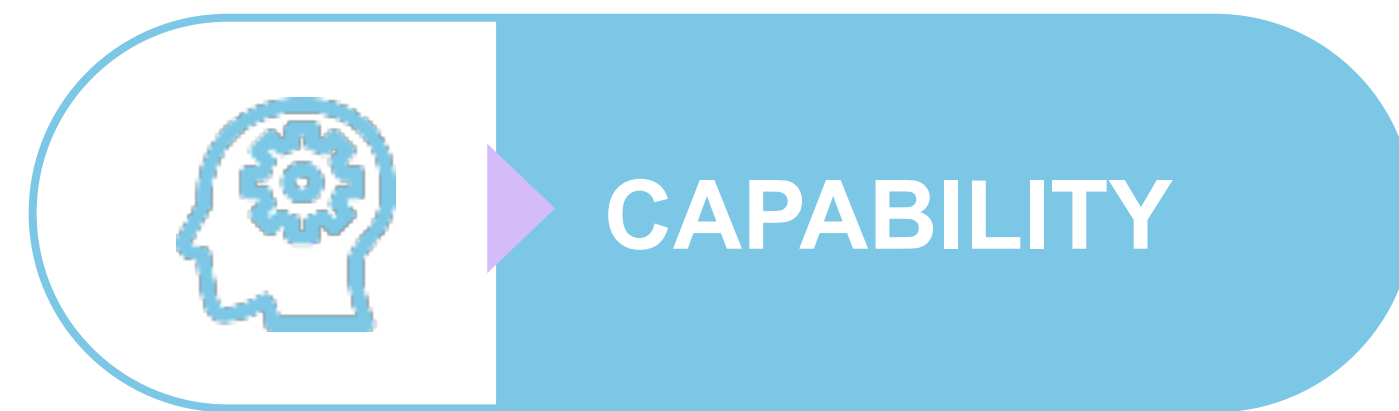




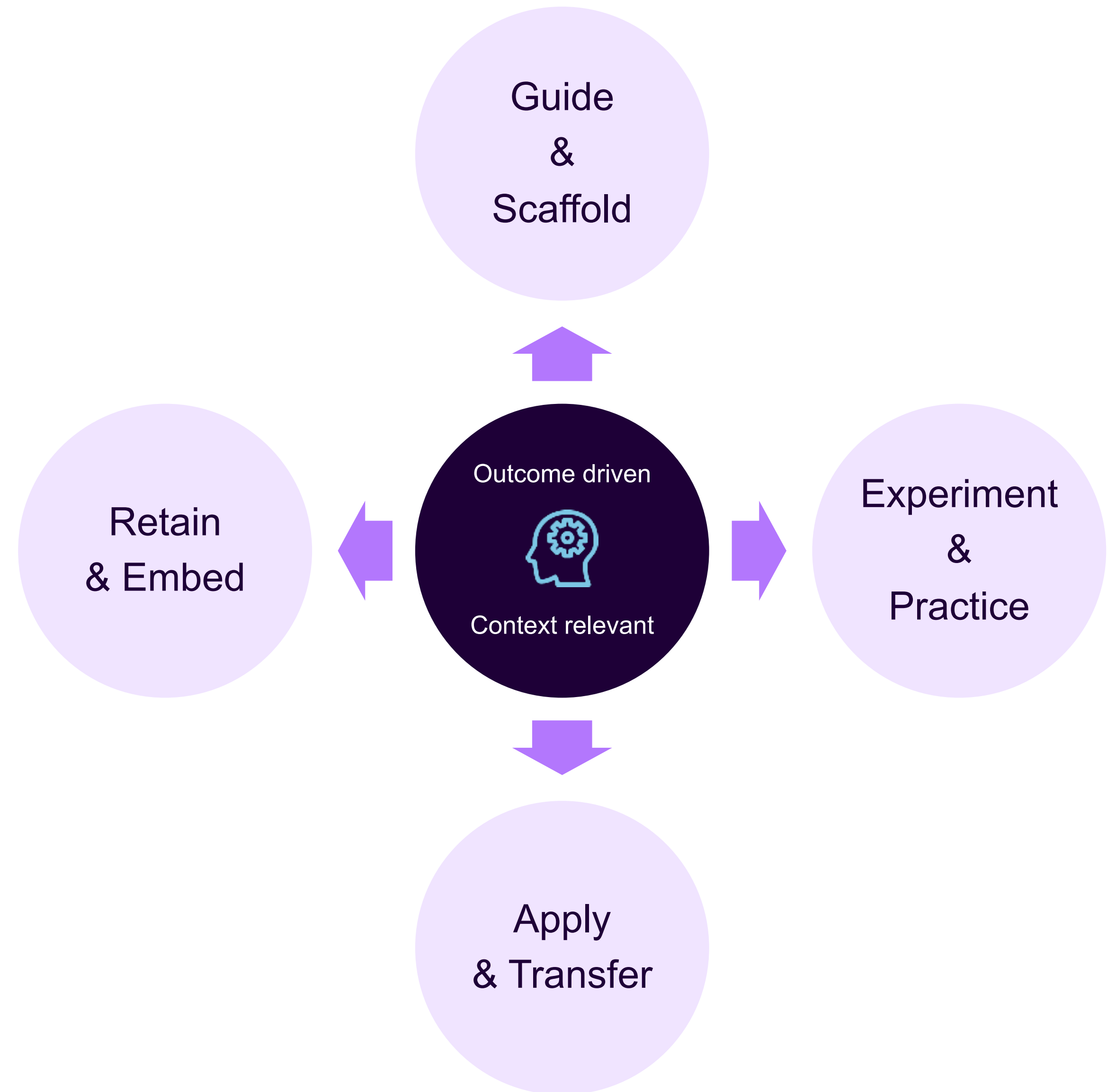
**Enabling learning,
cultivating skill**

Cultivating a skill

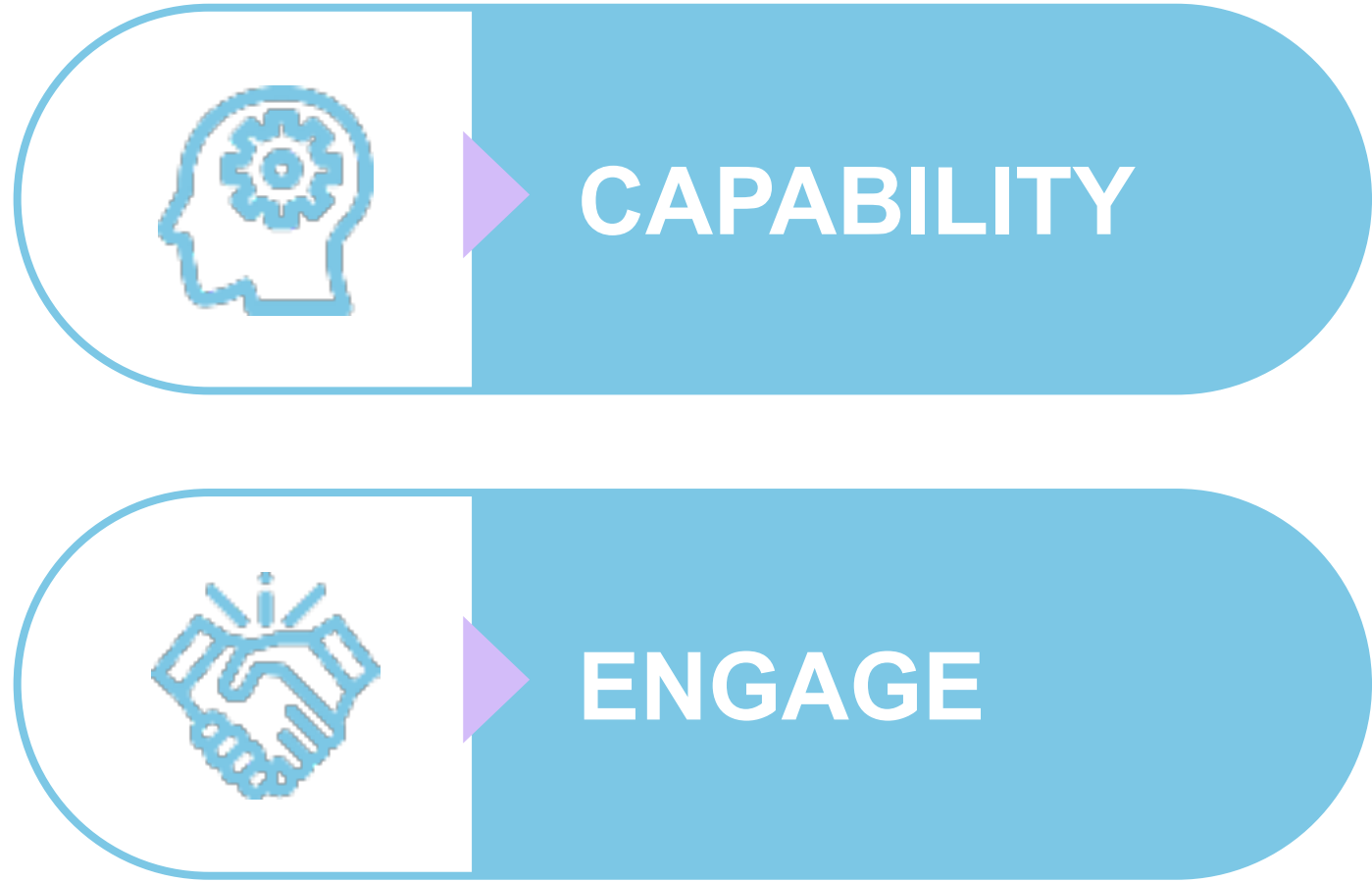
From seed to harvest



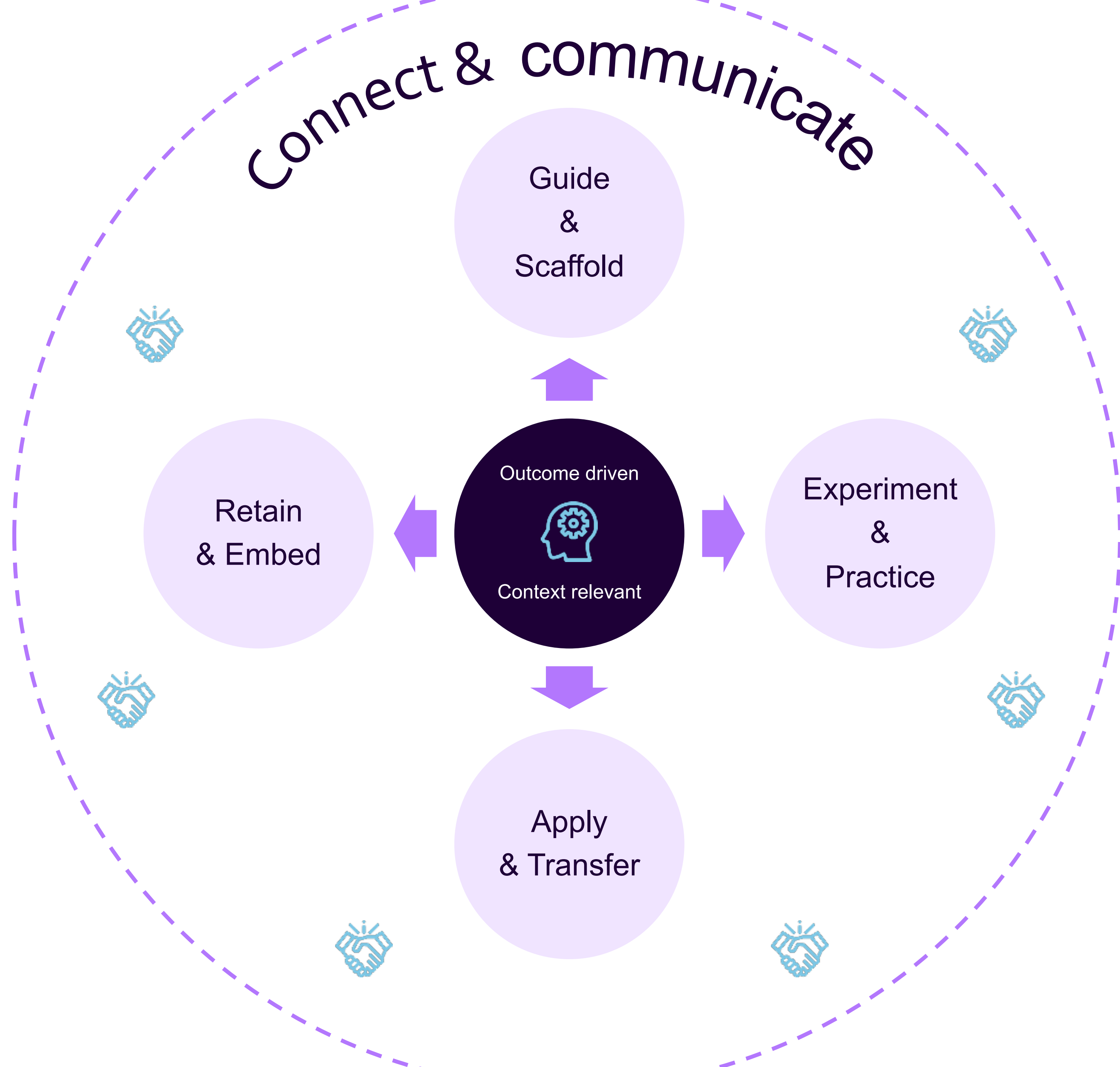
Respond



Cultivating a skill



Respond



How can technology help us cultivate skills?

Share your thoughts in chat



How can technology help us to enable skills-based learning?

Procter & Gamble unified their learning technology with Valamis to align skills training with business objectives for a sustainable skills-focused learning culture.

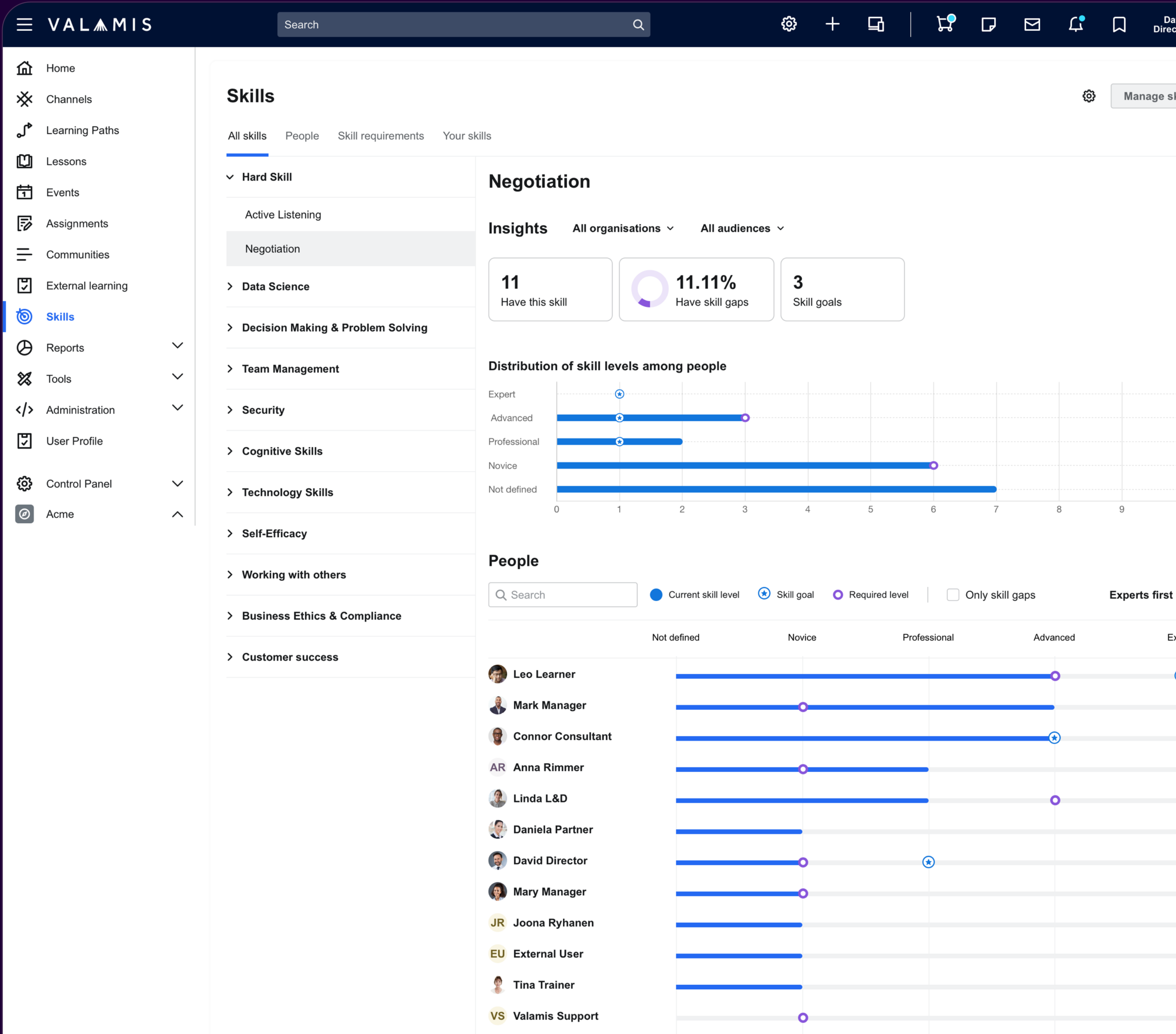
Lessons learned: There are **3 important benefits** for learners and the organization when using a single learning platform:

1. There will be comprehensive data in one source.
2. Learners are more engaged with developing their skills when the development opportunities are easily available.
3. Making the skills gaps visible and having a way to nudge people to patch them makes a difference for the business.



Technology enabled skills training

- 1. Recognize the required skills for different audiences.
- 2. Make the skills & skills development transparent.
- 3. Connect the learning paths to skills development.
- 4. Use recommendations to patch the gaps.



Technology and the importance of playful imagination

65% recognize the importance of reimagining work through digital lens, 10% are doing it well (and are 1.6x more likely to be reporting business success)

Deloitte Human capital trends survey 2024



Enabling learning, cultivating skill



How do I scaffold relevant input?



How can I help people practice and explore safely?



What is needed to transfer this back into the workplace?



How can I nudge, repeat and help build habits?

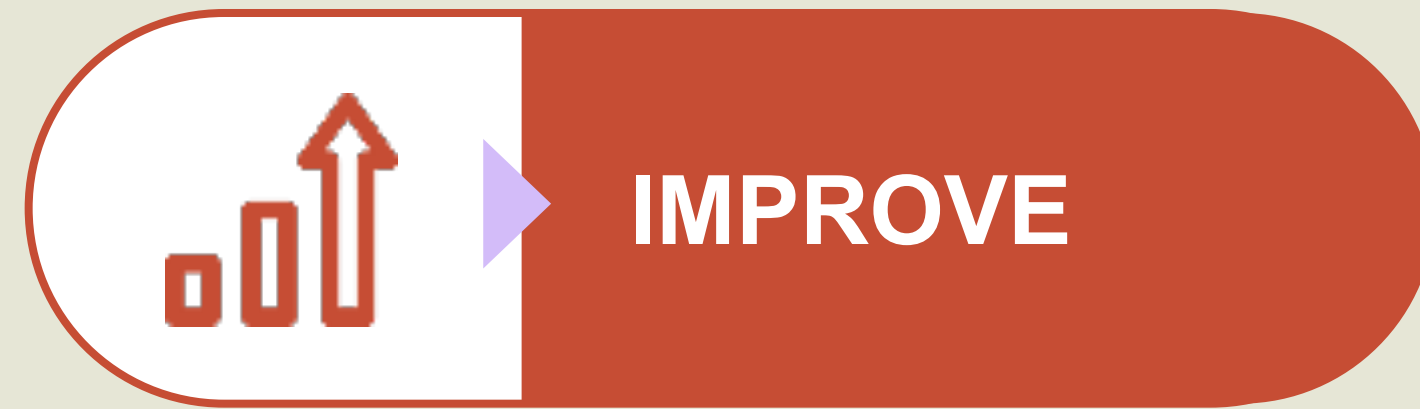
It takes a village to build a skill



The background features a light purple color with several large, white, curved, overlapping shapes that create a sense of movement and depth. A solid yellow circle is positioned on the left side, partially overlapping one of the white shapes. The text "Continually improving" is centered in a bold, dark purple font.

Continually improving

Continual improvement



Revisit

49%



Regularly review programmes to ensure they support organisational goals

MTB Learning and Performance Benchmark 2023

23%



Strongly agree they ask questions and evaluate evidence and ideas to create insight

CIPD Learning at Work 2023

15%



Use Performance data to measure impact of learning programmes

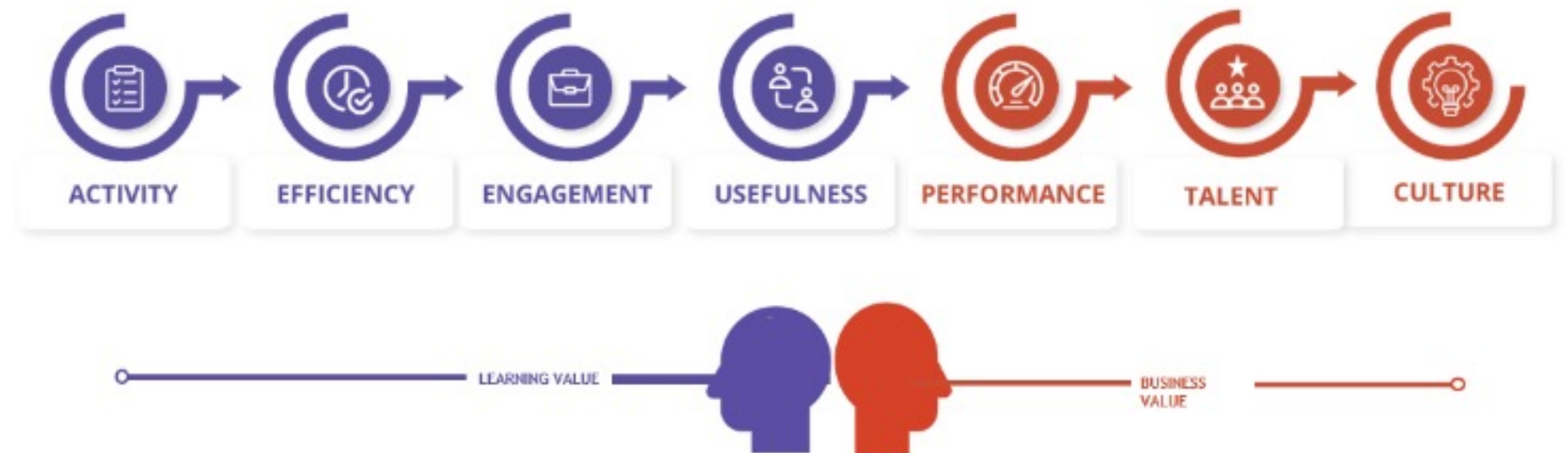
MTB Learning and Performance Benchmark 2023



Cultivating a skill



Revisiting the L&D value spectrum



Revisit

Continually improving



What useful data
can I gather?



What has worked and what
hasn't?



Who do I need to share this
with?

For fruitful results





Successfully cultivating workplace skills

Applying principles of success

Connecting the dots in your work

Doing the right thing at
the right time



Enabling learning skill



Continually improving



How to successfully cultivate workplace skills

Play more!

What are the playful experiments you would like to try as a result of today?

Share your thoughts in chat.



Q&A

Ask your questions in chat!

VALAMIS

Thank you!

Laura Overton

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To learn more about Learning Changemakers

www.learningchangemakers.org

Mika Kuikka

[linkedin.com/in/mikakuikka/](https://www.linkedin.com/in/mikakuikka/)



For more information, scan the QR code.