

Learning and Development Professional

The screenshot shows a web browser window displaying the article 'Is your training up to date?' on the L&D Professional website. The page features the L&D logo, a search bar, and social media icons. The article is by Brett Henebery, dated 22 Feb 2017. It includes a 'Most Discussed' section with a link to 'How to create a mentoring culture' and a 'Learning & Development masterclass' advertisement for April 2017 in Melbourne. The main text discusses the difficulty of getting learners to make time for L&D and cites a LinkedIn report on modern learning formats.

<http://www.ldphub.com/general-news/is-your-training-up-to-date-231666.aspx>

Is your training up to date?

By Brett Henebery 22 Feb 2017



A new report shows that getting learners to make the time for L&D is becoming increasingly difficult.

LinkedIn's 2017 Workplace Learning report found today's learners want more modern formats for learning, citing the following [profile of the modern learner](#):

- 52% of employees want L&D to be available when they need it – not when someone tells them they should have it.
- 47% want L&D to be accessible in the evenings and on weekends.
- 42% want to be able to access L&D from their office desk.
- 30% want to be alerted to updates in L&D information.
- 27% want L&D to be accessible when they are traveling to and from work.

In fact, 67% of people use their mobile devices as a learning tool, but only 12% of corporate learning is mobile-enabled, according to Elucidat, a learning technology company in Brighton, Sussex, the United Kingdom.

The 2017 Learning Index Report [5 Workplace Learning Trends and 5 Predictions for 2017](#) from Udemy for Business – a provider of online instruction with offices in the U.S., Turkey and Ireland – also noted the need for a more modern L&D approach.

“Today's workforce increasingly demands next-gen learning that's engaging, personalized, mobile and immersive,” the Learning Index Report stated.

So how can organisations respond to these challenges?

Paul Findlay, managing director of [PD Training](#) (PDT) says there have been “consistent and growing trends” across Australia and NZ for organisations to place particular emphasis on self-management and self-regulation through courses such as Emotional Intelligence (EI).

“Good leaders learn that to change culture, motivation levels, drive and commitment of their team members, the most effective way is to focus on changing the behaviours they personally bring,” he told *L&D Professional*.

“The reality is that people make commitment and give their energy to the people and causes that they want to follow – you can only influence ‘want’ by showing them something they choose to follow.”

Findlay said that once those core alignments are in place, it is a relatively simple matter of teaching ‘how’, and the big sticks and/or incentives become less important.

“In short, good leaders know that exerting influence and conjuring dedication and commitment is achieved by being the best you can be, and thereby giving inspiration to people to follow,” he explained.

“These same leaders know that to scale and amplify the commitment, dedication and energy, the most effective way to do it is by providing the workforce at large with the same awareness and ownership

over what they bring, and how it affects the quality of work life [and beyond] of their colleagues, customers and suppliers.”

Findlay pointed out that while the course titles are different, a large amount of the underlying content messages and takeaways in courses – such as leadership, communication skills, conflict resolution and customer service – have been modernised over recent years.