Driving Business Success with an Agile Learning Culture

North American premier online HR conference, bringing HR experts directly to your desk


For Human Resources, the future of learning has reached a crossroads. Become agile and innovative or lose. And there’s a lot to be lost: talent, business, and the competitive advantage are just a few. The war for talent is getting more and more perilous. The unemployment rate is down, but there are fewer workers available for the growing number of open jobs. For the first time in history, the workforce includes four different generations. Each generation has different needs, but all of them share a common desire for learning and development. At the same time company leadership wants the business to remain successful and profitable, a challenge made difficult by the thinning talent ranks. It’s for these reasons learning must be a primary focus for HR. But moreover, the strategy must address the needs of the employee while also creating and ensuring critical business success.

HR Exchange Live: Corporate Learning, a premiere online event produced by the HR Exchange Network, addresses those challenges and more by providing sessions on integrating learning into the company’s strategic success, why the learning culture is the lynchpin to the success of a company both in attracting and ensuring positive business outcomes, why experiential and reflective learning opportunities support the current workforce and drive new talent to the company, and how to introduce a variety of training modalities to enhance the current learning program. HR Exchange Live: Corporate Learning includes sessions with top experts in the learning field along with applicable, real-life examples of how a robust learning culture supports the workforce and the company’s bottom-line. We also provide access to some of the most well-known and cutting edge solutions provider to help provide technology and strategy to enhance the learning paradigm within your company.

Key Themes:

- Creating a learning culture more diverse in delivery and content that addresses a multi-generational workforce by use of eLearning, microlearning, social learning and mobile apps.
- Embracing and integrating technology into a learning program’s DNA to ensure, agility and relevance to the workforce
- Becoming proficient at applying a strategy driven approach to content that increases employee development and ensures positive business outcomes.
- Effectively aligning leadership development and employee development with the business strategy to promote competitiveness and develop an edge in the War for Talent
- Consolidating learning strategies into a single program that promotes innovation and agility

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while increasing engagement, experience and retention

- Leveraging video, social media, gamification and microlearning to increase employee engagement

### Agenda – all times are Eastern Standard Time

**Day One – 17 September 2019**

**12:00p – 12:30p**

**Can’t Have Work Without It: Why an Agile Learning Culture is the Key to Business Success**

For any organization, the future of learning has reached a crossroads. Become agile and innovative or lose. And there’s a lot to be lost: talent, business, and the competitive advantage are just a few. The war for talent is getting more and more perilous. The unemployment rate is down, but there are fewer workers available for the growing number of open jobs. For the first time in history, the workforce includes four different generations. Each generation has different needs, but all of them share a common desire for learning and development. At the same time company leadership wants the business to remain successful and profitable, a challenge made difficult by the thinning talent ranks. It’s for these reasons learning must be a primary focus for HR. But moreover, the strategy must address the needs of the employee while also creating and ensuring critical business success. In this session:

- Learn about the critical components that make up an agile learning culture
- What’s the role of L&D and HR in creating an agile organization
- How that learning culture positively impacts the employee experience, engagement and retention

**12:30p – 1:00p**

**Content is Key – Fostering a Learning Culture with Relevant and On-Point Content**

When it comes to learning, it’s not just about the delivery system. It’s also about the content. Content is key in a supported learning culture. It has to be relevant to the company, its product and the bottom line. It also has to be interesting for the learning, not to mention usable and quick. Successful content will foster and grow the learning company every company has to have in place. Key takeaways from this session include:

- How curated content can support the developmental goals of the company/organization
- Why content has to be available 24/7 for the developing learner
- The best ways to deliver content

**1:00p – 1:30p**

**Equipping Employees with the Necessary Skills for the Future of Work**

Automation, artificial intelligence, machine learning are transforming the way people work. In fact, the World Economic Forum refers to this as the 4th Industrial Revolution. To quote the WEF, the revolution is “a fusion of technologies that is blurring the lines between the physical, digital and biological spheres.” Because these technologies are changing the way we work, the McKinsey Global Institute says 375 million people globally will need to change occupations by 2030 just to keep up. So how do we

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prepare for the future of work? In this session, learn:

- How to identify the roles needed in the next three, five and ten years
- The skills those new roles will need
- Reskilling the current workforce to prepare for the shift to these new skills and roles

1:30p – 2:00p

**Mobile, Virtual and Classroom Learning – Oh My! Embracing the Cloud-Based Trifecta**

Learning is complicated from an HR perspective. There’s the administration of it, the documentation, the tracking, the reporting of results not to mention the delivery of content. Enter the learning hero technology, the learning management system or LMS for short. The right LMS can do all of those things and more for HR and the workforce. It can even turn learning in to profit. In this session, learn:

- How the right LMS can centralize the learning environment
- How it can provide accurate results, data and curate content
- How it can increase worker productivity which has a positive impact on the bottom line.

2:00p – 3:00p

**Getting the right results with Microlearning**

If there is one thing we know, learning on the job isn’t as successful as it once was. There are a lot of reasons and chief among them is the change in workforce generations. Learning has to fit into the employees. The content needs to be short, quick and useable. It also needs to not only offer development but also reinforcement. And, of course, it has to be fun. From this session, learn:

- Different microlearning strategies like gamification and how to apply the strategy
- What content works best when taking a microlearning approach
- Pro-tips for implementing a microlearning strategy that drives results

3:00p – 3:30p

**Virtual Reality: The New Way to Train And Develop Your Workforce**

Virtual reality is all the rage right now, especially in the gaming world. But it’s being applied more and more in the training of company’s workforces. So far, it’s been used to train crane operators, healthcare professionals and it’s even been used to train on issues related to sexual harassment. Having said that, how does one get started and what makes up the best VR training platform for your workforce? In this session, learn how:

- To create an immersive learning environment through Virtual Reality
- To use VR to teach workers new skills
- VR can be used to save time and gain data-driven insights to improve performance

**End of Day One**

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Day 2 – 18 September 2019

12:00p – 12:30p

**How Leveraging Learning Data Makes Employees Perform Better**

Strong performers can make the difference in any company. That being said performance, itself, is tied to learning, but how do you measure it? And then once you have that measurement, how can HR turn it into action? In this session, we take a case study approach to learning data and how to apply it to lead to better employee performance. Learn:

- What metrics are most critical to track
- What the data says about the learning and the effectiveness of the content
- How to measure progress and knowledge retention

12:30p – 1:00p

**Using Social Learning to Cultivate a Culture of Development**

Employees are constantly learning even if that learning isn’t scheduled. They’re learning from one another or via observation, imitation or modeling. Having said that, is there a way to harness social learning for the benefit of your employees and your company? The answer is yes. Not only can you fill the knowledge gaps that exist for your employees, social learning can be used to create or strengthen a learning culture. In this session learn:

- How the power of social learning can introduce new hires to their peers and engage them with learning from Day 1.
- How the strategy can turn learners into coaches
- How social learning can transform standard learning into an organic learning between peers

1:00p – 1:30p

**Managing that Human Capital – How to Develop Talent to Remain Competitive**

A company’s talent is its most valuable asset. It’s a statement HR has heard for years, but now it goes way beyond having the best people for the job. It’s also about continuing to develop that talent into a competitive force to be rivaled. One way to ensure that happens is to employee technology that unifies the recruitment, development and the management of that talent in one place. That technology is human capital management. Learn how it can:

1. Attract the top, best fit talent
2. Create a learning experience through content that rivals competitors
3. Improve employee engagement and foster development and retention

1:30p – 2:00p

**Leadership Development and the Future of Work**

Often times, HR focuses heavily on the employee and what they need to know to do their job. While

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that is significant, a smaller portion of company’s population – the leaders – is forgotten. They need development too. A learning culture that supports leaders just as it supports the overall workforce can lead to higher employee engagement, retention, and can promote competiveness. In this session, learn how to focus leadership development in a way that ensures growth and positivity in management.

2:00p – 2:30p

**Expanding the Learning Ecosystem: Diverse Content Delivery and Instruction for the Engaged Workforce**

Today’s employees crave learning and development. While the desire is universal, the where, what, when, why and how of learning is unique to every worker. That’s why a diverse learning ecosystem is urgently needed by organizations and companies. Components of such a system include content that is relevant and assessable whenever and wherever the employee needs it, can be learned at any pace, is optimized for shared and social learning, can be used on-the-job and evolves with the learner. The ecosystem must also provide real-time tracking and transparency. In this session, learn:

- About the various ways content and instruction can be delivered in an expanded learning ecosystem
- How to pair the different learning modalities with the proper learning technologies
- How to track the ROI of development and evolve the learning ecosystem

2:30 – 3:00p

**Design Thinking and How it Improves Learning and Development**

Every organization is looking for a way to increase productivity through learning and development. The problem is most take a systems thinking approach to L&D. System thinking is all about analysis, but what learners really need is a system that helps innovate and create and puts their needs first. That’s where design thinking comes in. Essentially, design thinking increases the success of the learning and development and productivity, while making the strategy understandable and simple. In this session, learn

- How this strategy helps create a better L&D design and offers greater efficiency.
- Which technologies help promote and execute this strategy
- How to use design thinking think more about solutions rather than problems

3:00p – 4:00p

**PANEL: Lessons Learned from CLO’s - How to Find and Address Weaknesses that Improve Learning and Development Programs**

Learning and Development is under the microscope. Leaders want to know if the current program is effective and if it’s not why? If it’s not measuring up, the ramifications could be costly both to the employee and the business as a whole. In this panel discussion, learning about the approaches panelists have taken to measure ROI and to ensure success in their programs. Also learn how they identify weaknesses in the program and address those leading to improvement.

End of Conference

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