

Learning Transformation

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Executive Director of Education
/Lean Enterprise Institute, USA/

25 years
in L&D

25 years
of public speaking

15 years
as top manager



Lecturer
at Business Schools



Associate dean
at the University



Director
of 2 big CUs



Launcher
of innovative
ed projects



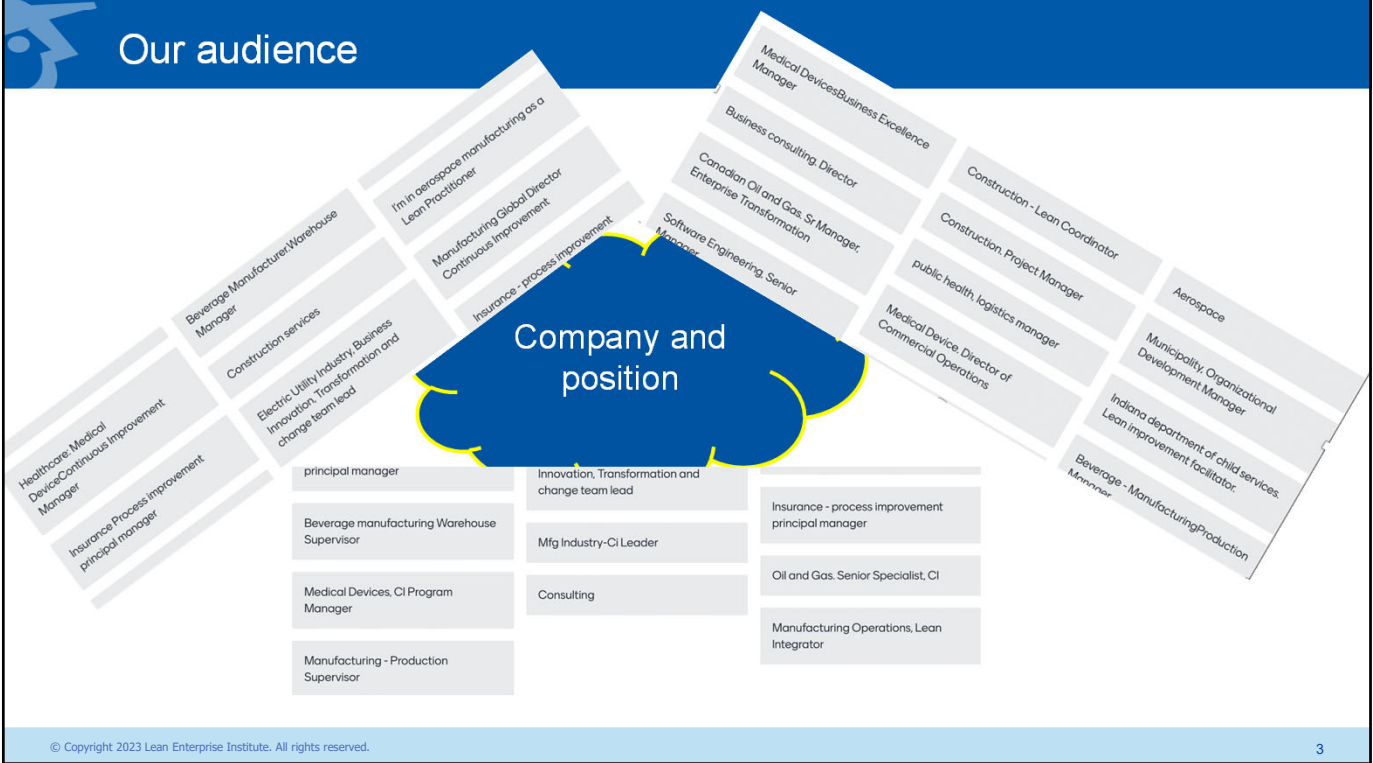
Founder
of K12 school

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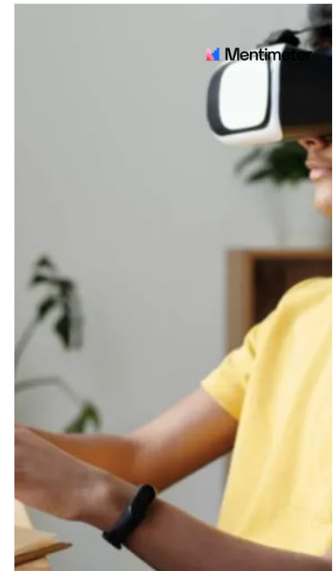
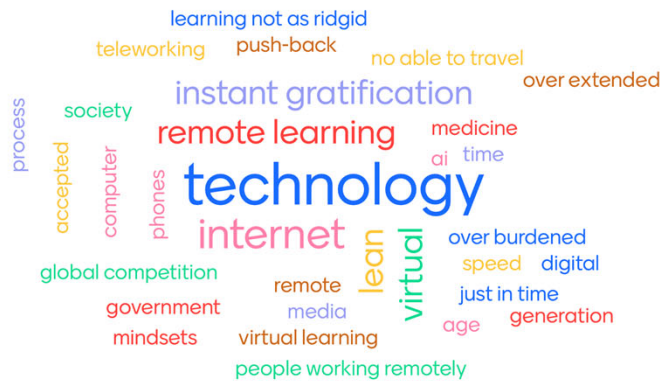


Our audience

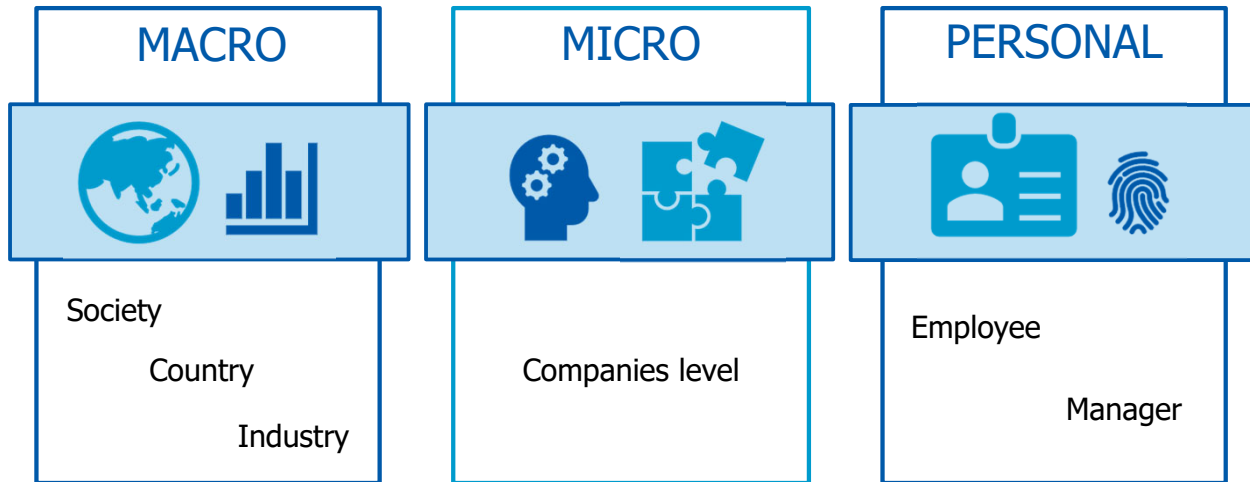


Group thoughts' cloud

What do you see as the most transformative change?



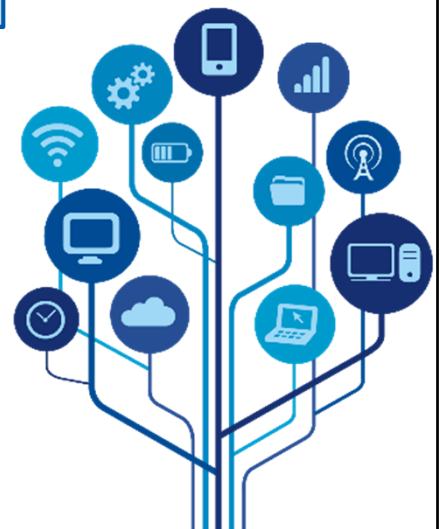
3D of Learning Transformation



TRANSFORMATION

2023 Macro - challenges

- **Radical science and technology**
- **The inevitable internalization of "externalities"**
- **Active governments** return and **reinvented** globalization
- **Rise of "the theory of the ecosystem"**
- **Power default is switching from hierarchies to networks**



Organizational level

- 1/3 of all the work activities will change in 10 years
- 14% all tasks can already be automated today
- 26% share of the generation Z in the labor force structure by 2025
- Up to 45% gig economy share



Unilever

M&T Bank



NOVARTIS



Examples of changes in organizations

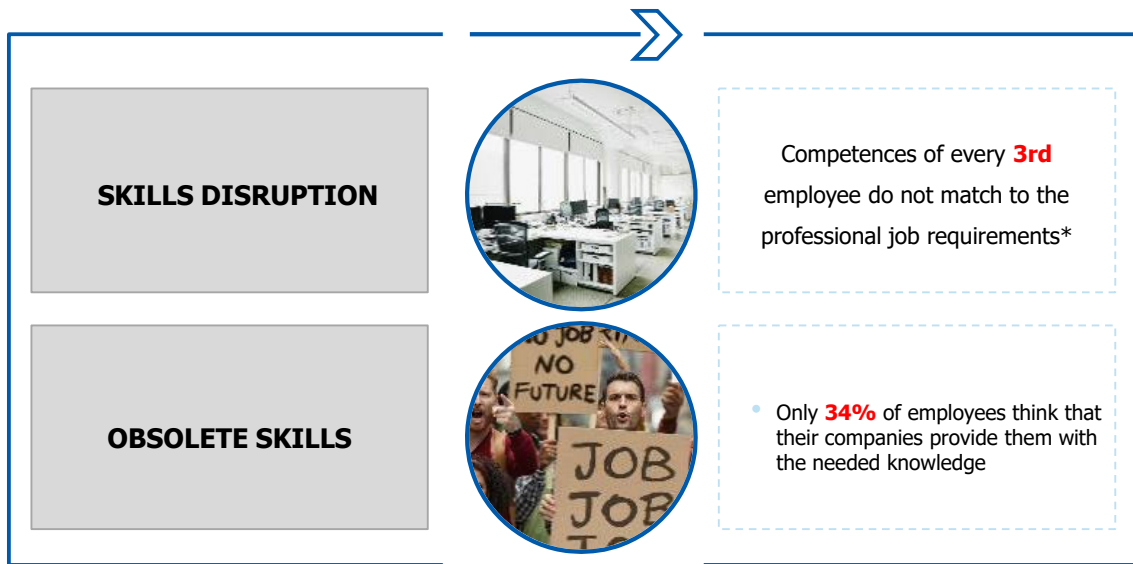
Uneven geographical distribution of human capital

Pandemic “work-from-the-home” new normal



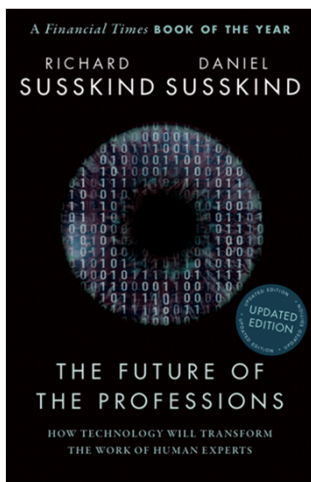
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85% of global labor resources are low and medium skilled



*Source: BCG report

27% new types of activities will emerge by the end of this year



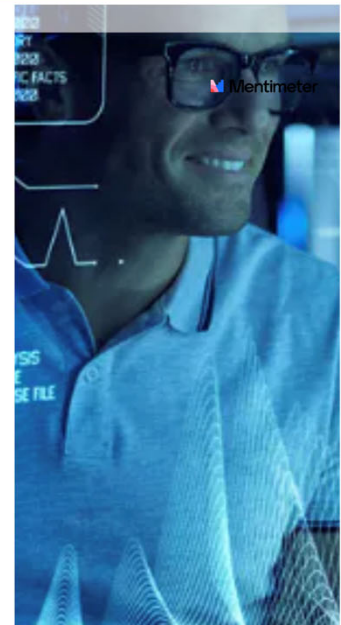
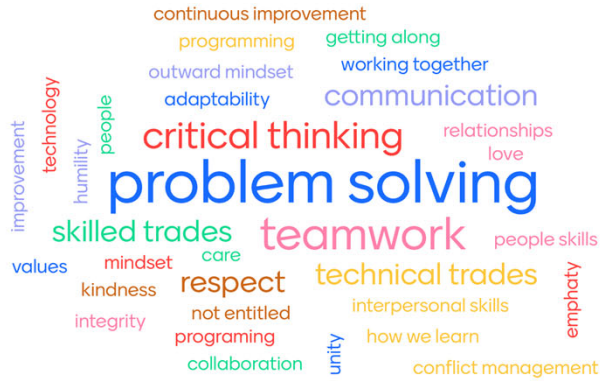
Publication - May 2022

PROFESSIONS of TODAY



Group thoughts' cloud

Is there are anything stable that we should learn?



WHAT TO LEARN?

CEO from Fortune 500
convinced
that success in building a career
depends on:

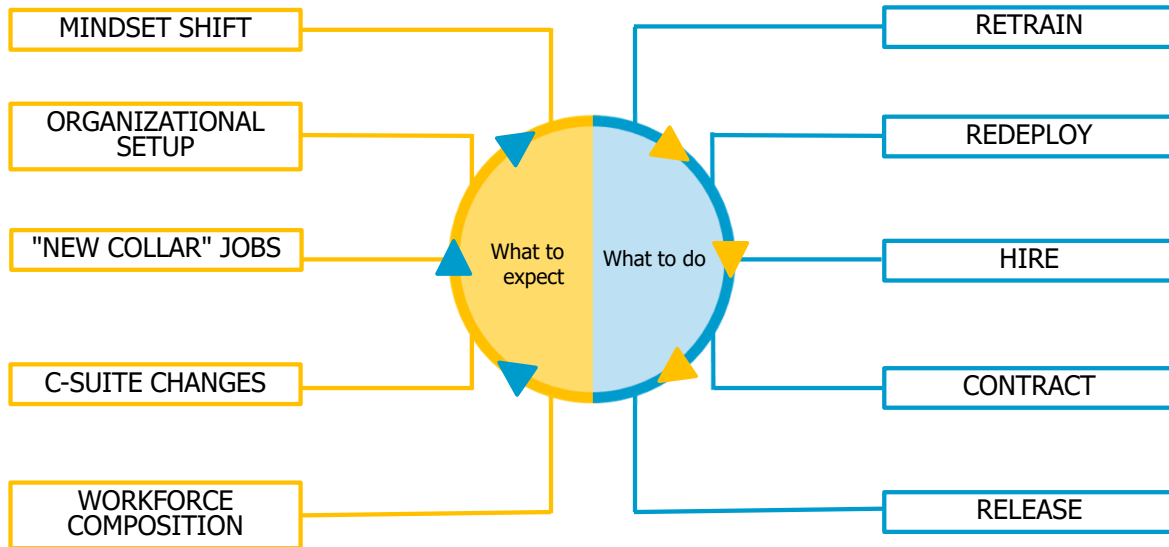


Expert Competencies Portfolio



Source: Stanford Research Institute International и Carnegie Melon Foundation; The Future of Jobs Survey 2020, World Economic Forum

How workforce skills will shift

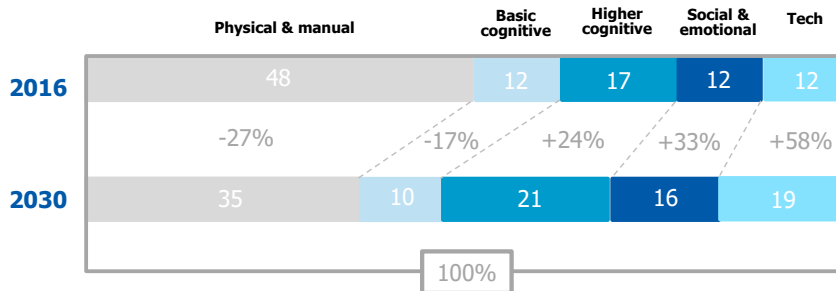


Source: McKinsey report

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The priority of development is reskilling

Forecast of changes in the demand for skills
(USA and Western Europe)



- 41% potential of work automatization in banks
- Max – 58% in industry
- Min – 25% in education

Reskilling or Hiring?

94% of executives prefer reskilling in Europe

62% - in the USA

Major initiatives in reskilling:

Walmart \$ 4,000 M (4 years)

amazon \$ 700 M (4 years)

Source: Building the vital skills for the future of work in operations / McKinsey, 2022

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Generations' priorities

Digital immigrants

Learning Priorities*

28% believe the pandemic has highlighted the need for upskilling and additional education

Priorities by area of expertise/skills:

- 53% - Finances
- 48% - Leadership
- 41% - Business Model Innovation
- 24% - Sustainability

Digital native

Learning and Interaction Technology Choice Priorities**

70% of people **under 25** prefer gaming to watching videos



- Critical Thinking
- Decision-Making Process
- Meta Cognition
- Situational Awareness
- Systems Thinking

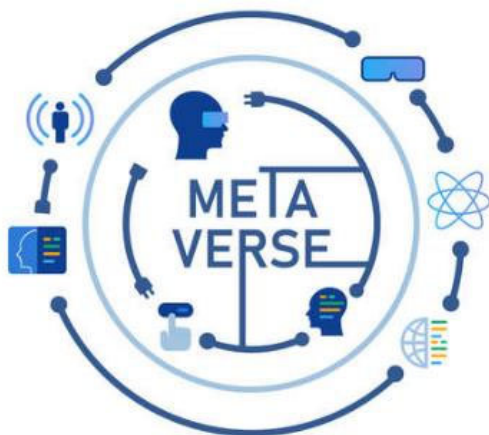
* Survey of Family Business Owners (PwC Global NextGen Survey 2022)

** McKinsey Survey

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The change in user priorities

regarding the use of metaverse technologies over the next 5 years*



Survey of 1000 residents of the USA (13-70 years old):

47% can define the metaverse quite accurately (they use such definitions as immersive, interactive, real-time, 3D virtual experience, scaled and interoperable network)

* Confirmed by research in the US market

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The main areas of application of the technologies of the metauniverse include:

Healthcare



John Hopkins University: First brain surgery with AR

Infrastructure



Hong Kong Airport: managing operations in complex systems by creating a digital twin

Education



Learning with immersion, teamwork and networking

Source: <https://time.com/6197849/metaverse-future-matthew-ball/>

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How to teach

DREAMSCAPE IMMERSIVE CLASSROOM
A Networked Platform for Real-time Collaboration



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Universities are experimenting with immersive technologies

Business programs in the metaverse



Every week, a certain area of interaction between the virtual and physical world is discussed.

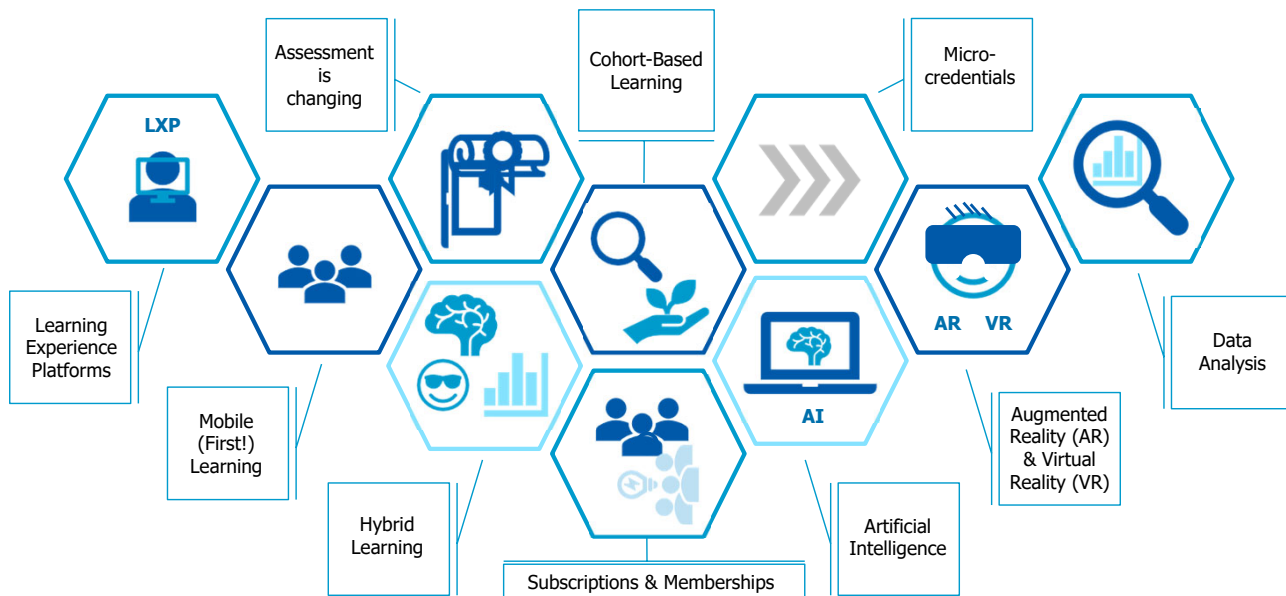


'Business in the Metaverse Economy', joint program with Prysm Group

Source: *Metaverse and Education / Coursalytics, August 9, 2022*

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New top eLearning trends for 2023



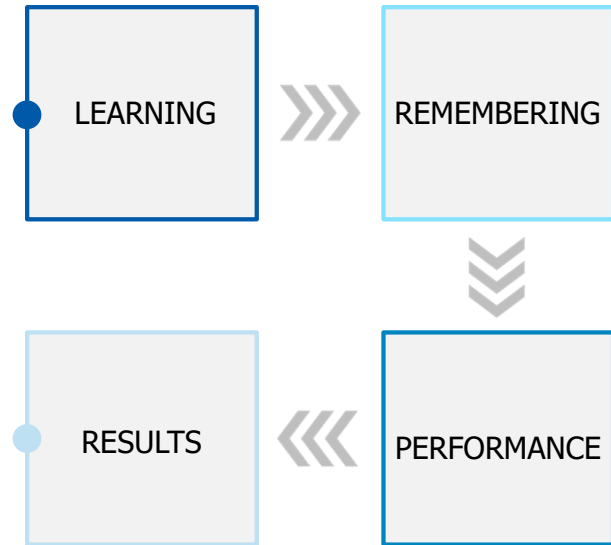
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What to measure

- **ENGAGE** in learning
- **COMPLETE** a learning event
- **PAY** attention
- **SHOW** interest
- **ACTIVELY** participate
- **LIKE** a learning event
- **REPORT** they have experienced effective learning methods
- **CAN** recite facts and terminology
- **COMPREHEND** a concept
- **DEMONSTRATE** a skill or competency
- **MAKE** relevant decisions



SEDA Model



Decision Making Competence

Scenario-Based Decision Making

- Realistic background contexts
- Learners must decipher what the context means
- Learners have a range of options from which to choose to indicate the decisions they are making
- Learners are compelled to actually make a decision.



TASK COMPETENCE:
make decisions & take actions



Transfer of knowledge

Assisted transfer

Transferring learning with support from another.

Full Transfer

Applying learned knowledge in work w/o help or prodding.