

# L&D Trend in New Era



# HELLO!



**Tina Melinda**

## Activities:

- ▶ Senior Consultant of Partner Sukses Consulting
- ▶ Co founder of Nasty Textile ; enhancing your inner beauty
- ▶ Head of People Capability Development Department – Sinar Mas Mining.



## Recognition

- ▶ HR Award Asia-2021 – Excellence Awardees for L&D
- ▶ SWA HR Excellence Award 2020 for L&D category



## Backgrounds:

- ▶ Magister Profession – I/O Psychology, UI
- ▶ CHRP Alumni, 44 (certified) – Atmajaya University
- ▶ Certified Meta-Coach – International Neurosemantics
- ▶ Certified OKR's Professional – KPI Institute
- ▶ Certified Assessment Centre Assessor – PPM Management
- ▶ Strategic Talent Analytics – Ecornell University



**Apa persamaan dari ketiga foto di atas?**



**<5**

Shelf life of skills do  
not exceed 5 years



**35%**

Of core job skills have  
changed in 2020

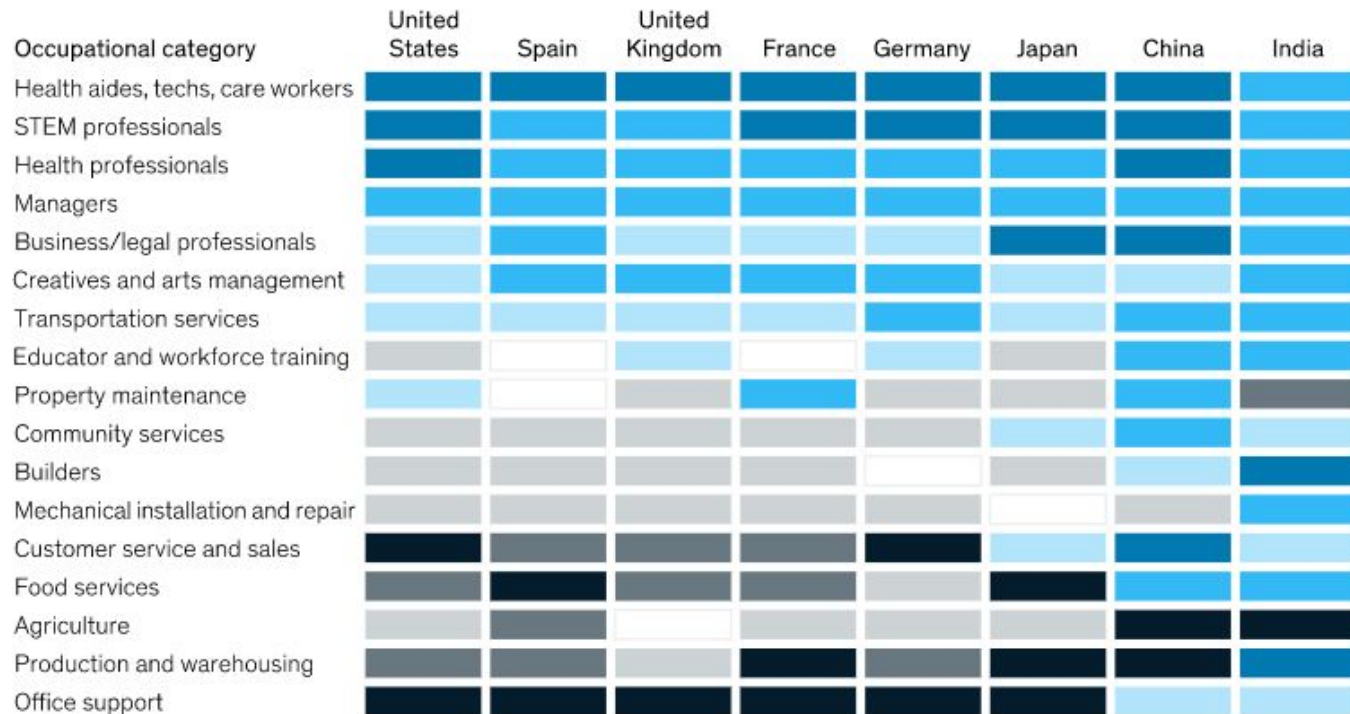
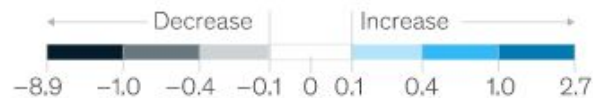


**65%**

Of primary school  
children will work in  
jobs that don't exist  
today

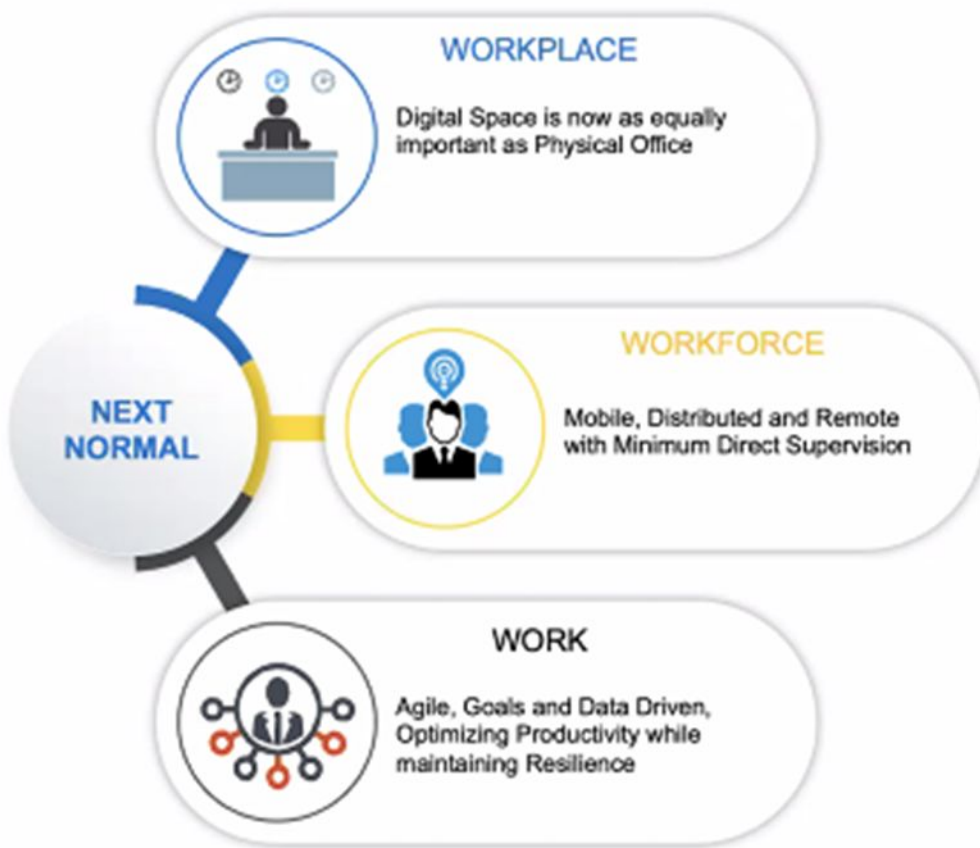
## The mix of occupations may shift by 2030 in the post-COVID-19 scenario.

Estimated change in share of total employment,  
post-COVID-19 scenario, 2018 to 2030,<sup>1</sup>  
percentage points





# Leading into the Next Normal



# CHANGE





# Learning & Development

Everything you are today, is a  
function of learning



**Learn & Unlearn**



## L&D on the move from the learning paradigm to the business paradigm

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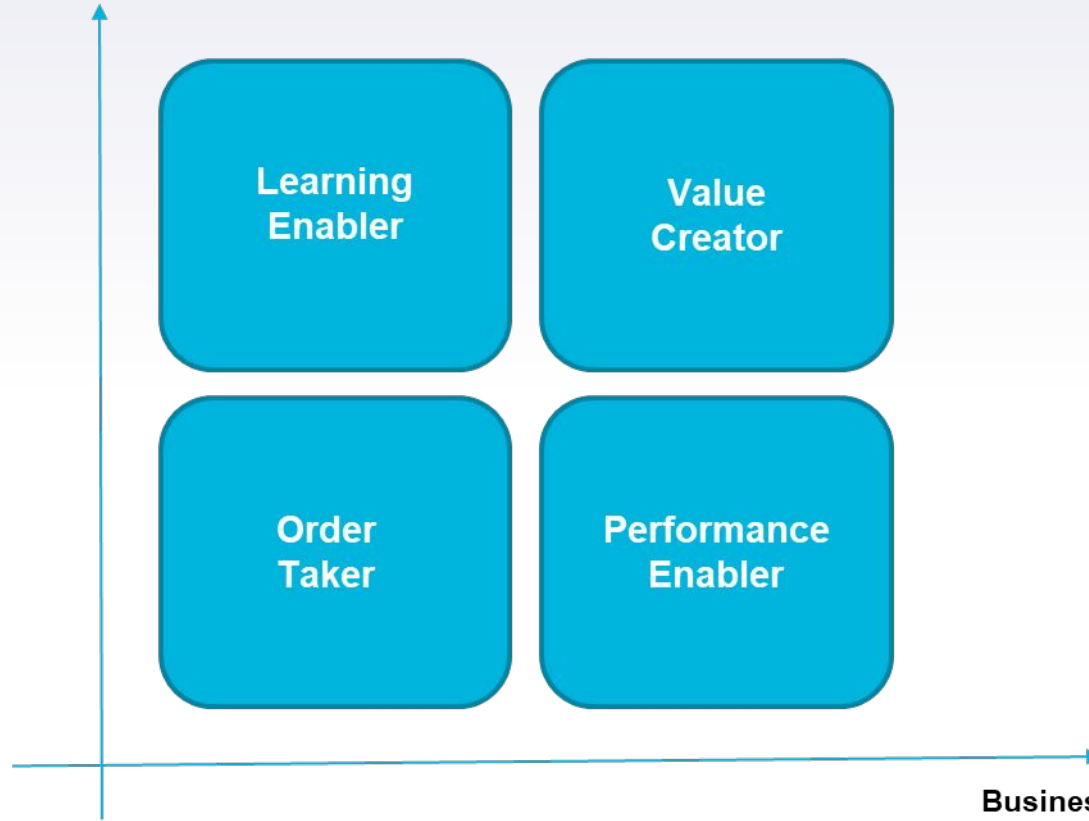
### **Learning Paradigm**

1. Knowledge Deficits
2. Learning goals
3. Formal Learning
4. Learning is separate from work
5. Competency frameworks
6. Learning expert
7. Measuring learning outcomes

### **Business Paradigm**

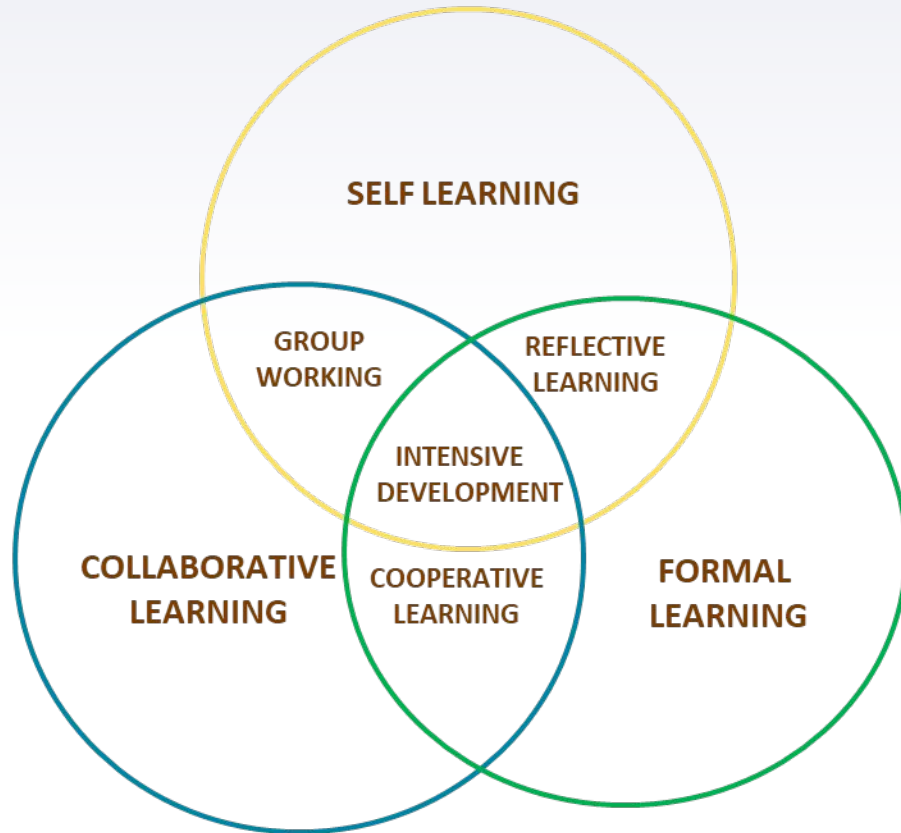
1. Performance and business problems
2. Performance and business goals
3. Organizational learning (including informal and social learning)
4. Embedded in work
5. Business models - Aligned with business
6. 70:20: 10 expert
7. Measuring business outcomes

**Meaning-Learning**



**Business performance**

# TYPE OF LEARNING

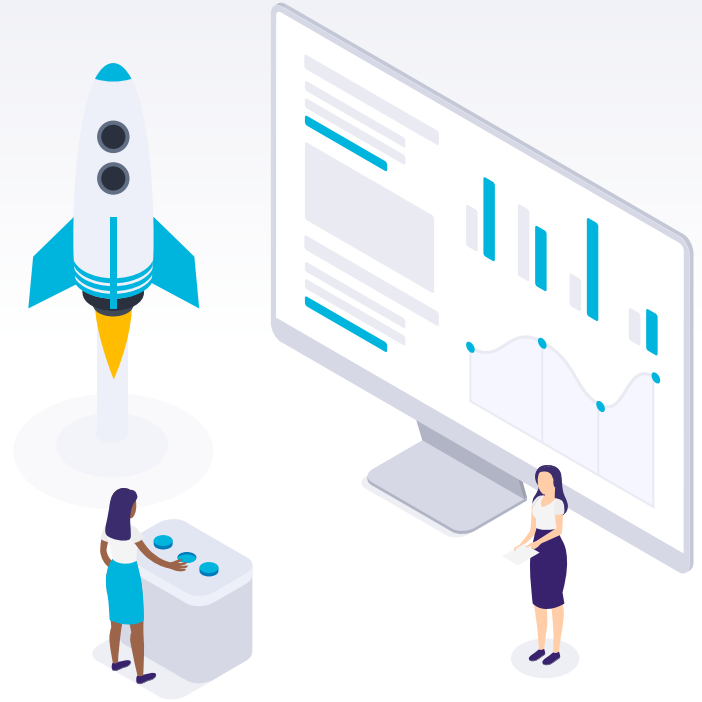


## Self Regulated Learning Framework





# Technology?







Technology has long been used to improve how we learn, but today's digital advances, particularly with social media, have taken learning in powerful new — and for some — entirely unexpected directions.



# Learning Experience Platform



Docebo



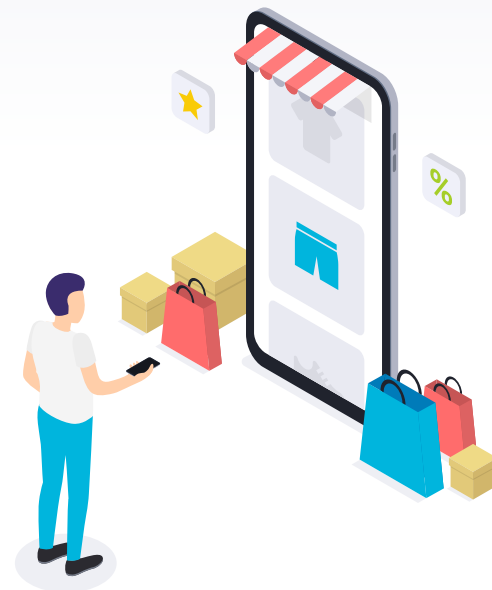
Novo Ad



Udemy  
for Business

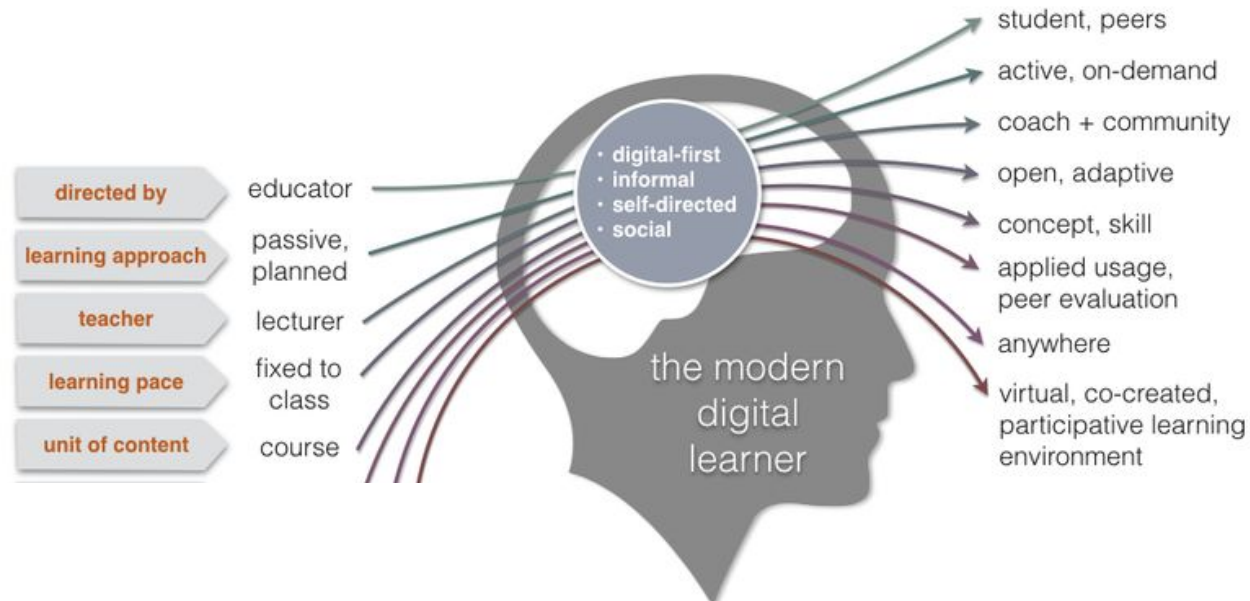


Lemonade



# Digital Transformation Learning

Digital Transformation of Learning (DTL) goes way beyond just the digital “delivery” of training. It encompasses a fundamental mindset change for organization approach learning and training for the workforce of the future.



# THANKS!

Any questions?

