



48th IFTDO | HRD World Conference and Exhibition

**HRD IN THE DIGITAL
TRANSFORMATION ERA**

Empowering Future Leaders

24th – 26th June 2019

Hotel Hills / Sarajevo

Bosnia and Herzegovina

NEWS

48th ISTD
National Convention,
2019.

03

FOCUS

Digital Knowledge
Observatory (DKO)
Poland

07

ARTICLE

Top 11
Learning Trends
for 2019

09

REPORT

IFTDO UN Report
December - March
2019

11



International
Federation of
Training and
Development
Organisations

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Uddesh Kohli (India)

Tel: +91 11 41619842 (O)

Mobile: +91 9811273142

Fax: +91 11 2645 1604

E-mail: sg@iftdo.net

sgiftdo@gmail.com

ukkohli@yahoo.co.in

Website: www.iftdo.net

EDITOR

R. Karthikeyan (India)

gemba.karthikeyan@gmail.com

IFTDO does not necessarily agree with the comments expressed in this newsletter and does not accept responsibility for any views stated therein.



IFTDO NEWS APRIL-JUNE 2019 CONTENTS

01. Welcome
02. IFTDO Announcements
03. 48th ISTD National Convention, 2019
04. H.E.N.R.Y. - Finnish Association for Human Resources
05. IFTDO Global HRD Awards, 2019
07. Digital Knowledge Observatory - Poland
09. Top 11 Learning Trends for 2019
11. IFTDO UN Report December - March, 2019



FROM THE EDITOR

Dear IFTDO Members,

Leaders define organizations. When the chair of IFTDO Board, Dr Ebrahim Al Dossary said the newsletter must get become inclusive, the mandate was clear to me. I record my heartfelt gratitude for investing trust on me with this prestigious global publication.

The job was to find "What is in it for me?" of the members. The goal of this newsletter to help members build their businesses apart from global networking and learning. When I mailed our members, there was a decent response. What you see as a final product is largely created by you. I take a very little credit in concept and curation. I firmly believe if all our members are reached on time and invited to contribute liberally, we would have a much superior content in future. Members are free to express their suggestions on this newsletter.

All of us are excited about the 48th IFTDO World Conference at Bosnia. I make sure a delegation team attends from your organization to harvest global connects and shared learning experiences.

Positive we make an impact globally, together.

Best Wishes,

Dr R Karthikeyan

President Elect (2019-2010), IFTDO



CHAIRMAN'S MESSAGE

Dear IFTDO members and Supporters

Welcome to the new edition of IFTDO newsletter.

You will notice the changes in the editorial of the newsletter and credit for this goes to our energetic Board Director Dr. Karthikeyan Ranganathan from India.

The success and continuation of this newsletter depends on your contribution and involvement.

I would like to invite you all to our 48th IFTDO World Conference and Exhibition on 24th June 2019 of which will be organized for the first time in the great city of Sarajevo. It is your opportunity to show support to such peaceful nation.

IFTDO has recently going through major restructuring and reengineering in order to meet the recent changes in the global business, but without you being involved in our planning and decision making we will not be able make it.

I believe in transparency and direct communication so please pencil down my email and my mobile number. I will be happier to hear from you.

Dr. Ebrahim Aldossary

Chairman IFTDO
Mobile No.: +973 39433333
Email: edossary@gmail.com



FROM THE GLOBAL NEWS OFFICE

Dear members,

We proudly present the IFTDO News No.1 for 2019, now in a new, more modern and dynamic format, with focus on our key activities and achievements. We are especially honored by the fact that all our work has been done with active engagement of primarily our Board of Director members, as well as other members, gathering more than xxx from various corners of the world, all united around the same goal: to lead IFTDO into next era and create more predictable, competitive, and sustainable environment for our development and growth.

Looking at the past 4 months, we can conclude that the IFTDO has been very engaged in all main aspects of its operations.

Furthermore, acting in my capacity as President of the upcoming 48th IFTDO World Conference and Exhibition that is taking place in June in Sarajevo, I am using this opportunity to invite you all to attend and support us in promoting the conference.

This conference will highlight some of the functional areas that fall under Human Resources Management as they play a very significant role in integrating digital transformation and equipping individuals and organizations for the future.

It is a great honor and privilege to act as a President and to contribute to operate sustainably, driving the intense agenda with the ultimate goal to better serve members' expectations and faster reach desired results – expanding IFTDO's network and keeping its core principles.

Let's take this challenge together. If we can dream it, we can do it.

Sanja Miovcic

President



EXECUTIVE SECRETARY'S REPORT

In the previous Newsletter, it was stated that 48th IFTDO World Conference will be held at Sarajevo (Bosnia & Herzegovina) on March 18-20, 2019. However, it was rescheduled to June 24-26, 2019 at the same venue. All members were informed of the change. For more information on the conference refer www.iftdo2019.com.

In the previous issue of Newsletter, I had informed that ISO Technical Committee (TC) 260 for Human Resource Management has initiated a proposal to develop a global standard for Learning and Development. Considering the importance of this work at the international level, IFTDO requested the Technical Committee to include IFTDO's representatives. We have been informed that IFTDO has been approved as a Category A Liaison member with ISO TC 260.

IFTDO Global HRD Awards 2019 have been finalised by the International Panel of Judges consisting of Prof Abdel Bari Durra (Chair), Dr. Helmi Sallam, Dr. Sunil Gupta, Dr. Rick Holden and Dr. Bart Tkaczyk (Rick and Bart for Research Excellence Category). The list of Awardees appears in this Newsletter. The Awards will be presented during the 48th IFTDO World Conference.

Dr. Ranganathan Karthikeyan has taken over as Editor, IFTDO News from January 2019. Last 2 issues in 2018 were edited by Dr. Bart Tkaczyk.

The last IFTDO Board meeting was hosted by Indian Society for Training and Development at New Delhi on November 30-December 1, 2018. The Minutes of this meeting as well as all other IFTDO documents such as Articles of Association, past Board minutes, AGM Minutes, Annual Reports, Newsletters, Conference Criteria and Procedures, are uploaded on our web site, and are available in Members Area. Members are requested to log in at our revamped web site www.iftdo.net and access the Members area. The log in ID and passwords to access Members Area were communicated to all members along with the Guidelines to log in. They can edit their information and upload their logos. In case of any problem, members are welcome to contact me.

Dr. Uddesh Kohli

Executive Secretary

IFTDO ANNOUNCEMENTS

IFTDO Shields Presented



IFTDO shield presented to
H.E. Shaikh Salim bin Ahmed Al Ghazali,
Chairman, Golden Group of Companies in Oman,
for his continuous support to IFTDO activities.



IFTDO shield presented to
H.E. Dr. Abdulhussain Mirza,
Electricity & Water Affairs Minister in the Kingdom of Bahrain,
for his continuous support to IFTDO activities.

IFTDO Liaisons with ISO Technical Committee TC 260

IFTDO proudly announces that IFTDO's membership of the ISO Technical Committee TC 260 has been approved. IFTDO will be a Category A Liaison member in the Learning and Development field.

This is an extremely positive development for IFTDO and we will in summary be involved in participating in TC/SC meetings, access documents, appoint experts to WGs who may serve as convenors or Project Leaders. Although as a liaison we will have no voting rights, we may still comment on technical items.

IFTDO welcomes two of its newest members



Eastnation Educational Consultancy & Training, UAE



Gemba Management Consulting Private Limited, India



48TH ISTD NATIONAL CONVENTION, 2019

Talent Development – for the Future of Work, and the Workforce of the Future

We are living through a fundamental transformation in the way we work, as automation and 'artificially intelligent' machines replace human tasks and jobs – forcing organizations to look for people with skills, many of which we were yet to even understand. These changes are poised to bring with them huge organizational and talent challenges - at a time when businesses are already grappling with unprecedented risks, disruptions, and socio-political upheavals. Naturally, as the pace of change accelerates, the war for right talent intensifies. Many of the roles, skills, and job titles of tomorrow are non-existent, today.

- How can Talent Development practitioners enable organizations to prepare for a future that few of us can define today?
- How can Talent Development enable organizations stay ahead of rapid and disruptive change by enabling leading-edge learning?
- How can organizations of the future use "learning" as a strategy to increase employee engagement and retention?

To understand and respond effectively to these changes, ISTD - Hyderabad Chapter has organized the 48th National Convention on "Talent Development - for the Future of Work, and the Workforce of the Future" on 2nd and 3rd March 2019.

We had 25 speakers from various sectors and experts from Talent development and HR. They were from industries like IT, Pharma, Consulting in HR, Leadership coach, Skill development organizations, Manufacturing, across India and abroad as well. Few of the names were **Dr. Karthikeyan** (NP ISTD); **Mr. SV Nathan** (Deloitte); **Dr. Kiranmai Pendeyala** (Invenio Solutions); **Mr. Vikas Gupta** (Deloitte); **Ms. Madhuri Dubey** (National Skill Network); **Mr. K Srinivas Rao** (Strategists). A one-day pre-conference workshop on Gamification & Design thinking by **Mr. Rajeev Balakrishnan**

were also part of NATCON. There were around 350 registrations with a nice blend of various sectors like education, PSUs, Pharma, Information and technology, manufacturing, banks, training consulting and freelancers. Our sponsors included many educational institutions like VJIM, David Memorial, BVRIT; a consultancy firm - Amar's pensive from Hydrebad; Industry giants like Invenio, Moschip, Tech Mahindra & Deloitte and Indian Oil Corporation (Gold sponsor).

KEY THEMES OF THE CONVENTION

Technology-Savviness for the future Talent Development Specialist:

- Tech-savviness: A foundation for future Talent Development careers
- Artificial Learning, Cognitive, Automation, and the Internet of Things in Learning
- Augmented, Virtual, and Mixed Reality in learning
- Putting the power in the hands of the learner – Curation in learning

Learning for the jobs of the Future:

- Learning and developing to navigate the future of work
- Learning to perform the "knowledge work" of the future
- Learning for the Information Technology worker of the future
- Learning for the blue-collared worker of the future

Leadership in Future:

- Beyond office walls and balance sheets: Culture and the alternative workforce
- Navigating the future of work: Managing stakeholders for synergy
- Diversity of thought and the future of the workforce

Talent Development in an Uberized world:

- Talent Development for open talent/gig economy/augmented workforce: Moving beyond corporate borders to talent ecosystems
- The lifetime learner: A journey through the future of post-secondary education



Finnish Association for Human Resources

HENRY, the Finnish Association for Human Resources, is the most attractive arena for HR professionals with almost 3000 individual members and more than 100 corporate members.

We pride ourselves for being the network of networks, having activities across Finland through our local branches, and embracing all aspects of people management through our thematic chapters in Helsinki metropolitan area. We are the forerunners in providing digital services to our members through eHENRY platform. We believe that the knowledge, competencies and ideas are vested with our members and each year more than 100 active HENRY members are organising and coordinating our professional networking events.

Our annual flagship event HRx, co-organised together with the leading provider of events and trainings for professionals in Finland, brings together HR executives as well as national and international top speakers and influencers. HRx conference offers a premium meeting place for HR executives and the most interesting and relevant service providers. In 2018 over 500 HR professionals participated in the event. It has become a leading HR event in Finland.

In Helsinki area we organise weekly seminars/webinars in order to bring the latest insights and hands-on experiences on different topics relevant to HR professionals. There was a total of about 3,500 participants in HENRY's events in 2018, of which over 1,600 were webinar attendances. The number of webinar engagements increased by more than 500 from the previous year, a staggering increase.

The **'License to learn'** is a new kind of change movement, initiated by HENRY and its strategic partners Accenture, Oppia.fi, Personnel and Veritas Pension Insurance. The *'License to Learn'* project wants to start a discussion and bring together different viewpoints and stakeholders on the topic of learning and the renewal of knowledge. In this context, we organize different events and discussions. The discussion topics are also communicated in The *'License to Learn'* blog as well as on Youtube. So far, we have organized Round Table events and one full-day seminar.

The blogs have dealt with topics like: *"We all have a License to Learn –don't be the one to put the brakes on!"* and *"How does one eat an elephant?"*

Another thing coming up is a campaign called **'100 Ways to Learn'**, where a wide variety of ways to learn is shared. Anyone, a private person, a company, or an association, can participate by filling in their way of learning. The public can then vote for the different methods. The campaign site will be linked to HENRY's website. The campaign starts in April 2019.



5.2.2019. The *'License to Learn'* Round Table at the brand-new library Oodi in Helsinki.

We publish a *'Työntuuli'* online journal, which provides an overview of current phenomena in the HR sector. The journal brings the latest academic research topics very pragmatically for the HR experts' use. As an upcoming theme we have *continuous learning and future competences*.

More information www.henry.fi

IFTDO GLOBAL HRD AWARDS, 2019

The IFTDO **Global HRD Awards Program**, recognizes the achievements of organizations and their people. It also provides a valuable database of success stories to inspire and guide others. One award for **Best HRD Practice & Research Excellence Award** are given.

Certificates of Merit may also be awarded to some other entries with notable achievements.

These will be presented at the Awards ceremony, to be held during 48th IFTDO World Conference in Sarajevo, Bosnia expected to be held on June 24-26, 2019.



Taishin International Bank Co., Ltd., Taiwan

"Dual Mentoring Program" by Tsai, Yi-Ru

"Dual Mentor Program" has a clear objective that each new-hire will be instructed by two or more mentors in order to obtain key ability quickly such as financial knowledge and professional skills. Through complete program design, including team-up, experience sharing, incentive system, upgraded professional training and culture cultivation, we overcame the challenge we used to have when sharing experience. In addition, we applied the program to identify the potential managerial candidates, and to connect to the advance management associate development project, building a well-rounded human capital development structure. The program showed excellent outcome:

- Increases sales revenue
- Increased Career Progression
- Increased Retention rate



Times Professional Learning (Bennett Coleman & Co Ltd), India

"Cost of Employee Loyalty @ Anand Finance" by Vandana Jayakumar, R. Muthukumar and Dr. Nagendra V. Chowdary

The case study can be used effectively for understanding the nuances of employee loyalty, especially if there is a cost of employee loyalty.

The case study helps to discuss and debate on the merits and demerits of employee loyalty and analyze the implications of the same for organizational change. It also enables a debate on whether employees' relatively longer stints at companies contribute to active inertia that might lead companies down the hill. The learnings from this case study can help align operational orientation with strategic mindset, especially in the case of employees who rise through the ranks, serving the company for a relatively longer period.



CERTIFICATE OF MERIT AWARDEES BEST HRD PRACTICE

1. **Department of Human Resources, Taiwan Power Company, Taiwan**
"Establishment of the Mentor System and the Extraordinary Technical Master Selection to Enhance Technical Continuity and Perfection" - Ting-Shu CHAN
2. **KOÇTAŞ, Turkey – Koçtaş Campus**
"Turkey's First Home Improvement Retail School" - Selen Demirogluk
3. **AIG Technologies (M), Malaysia**
"Employee Career Development Project" - Uthaya Prakash Santhanam
4. **SAUDI ARAMCO - Saudi Arabia**
"Creating a culture of excellence at Saudi Aramco through the implementation of the Teacher/Trainer Observation and Development System (TODS)" - Salem A. Al-Shehry
5. **Civil Service Training Center of Taichung City Government, Taiwan**
"AR + APP Mobile Learning to Build an International City-A case of Taichung City Government"
- Chen, Shan-Ken
6. **GOPA mbH Representative Office, Bosnia & Herzegovina**
"Youth Employment Project (YEP) implemented by GOPA mbH and supported by Swiss Government" - Ivana Martinovic
7. **Broadridge Financial Solutions India Pvt. Ltd, India**
"Evolution of a Performance Management System (v 3.0)" - Manasi Duddala
8. **Department of Civil Servant Development, Taipei City Government, Taiwan**
"Broad Implementation of LEAN Management Techniques to Increase the Public Service Efficiency of Taipei City" - Paul Chao-Hsian Chu
9. **Kommunikations-Kolleg AG, Germany**
"HORIZON – Leadership outside the box" - Patrick Malcolm Schroeder
10. **Bahrain Institute of Public Administration, Bahrain**
"Embracing a coaching culture in the public sector government work in the Kingdom of Bahrain" - Ghada Mohamed Shana'a
11. **SAUDI ARAMCO - Saudi Arabia**
"Building a Learning Organization in Training and Development through Operational Excellence" - Abdulrahman Y. Dirbashi
12. **SAUDI ARAMCO - Saudi Arabia**
"Saudi Aramco Hosted University Programs: An Innovative Solution to 21st Century Training Needs" - Abeer M. Mutlaq, Nominee: Ahmed M. Aburas



CERTIFICATE OF MERIT AWARDEES RESEARCH EXCELLENCE

1. **GOPA mbH Representative Office, Bosnia & Herzegovina**
"New Working Model implementation in Public Employment Services (PES): Model Office and Performance Management System" –Paper by Dr Ranko Markus.



DIGITAL KNOWLEDGE OBSERVATORY (DKO)

Digital Knowledge Observatory (DKO) supports innovative business in the area of blended learning and content marketing, being a pioneer of digital revolution in Poland. We provide training, consulting, funding, infrastructure as well as quantitative and qualitative consumer, employee or media research.

We are based in Digital Knowledge Village (Warsaw, mazowieckie voivodship) – a center for new technologies, oriented towards entities operating in the field of modern media, knowledge exchange and marketing communication. The campus is a professionally equipped center of new technologies with a total area of nearly 5000 m² and:

- multimedia training and conference center,
- three independent digitalization studies: green box, podcast, eventlab,
- professional UX lab and focus research facility,
- modern office space.



BORKI SCIENCE & NATURE PARK (Under Construction)

We are currently expanding our activities towards lubelskie voivodship. The concept of resort located on 30 hectares in Borki countryside envisages creation of:

- knowledge center, spherical cinema and robotics/VR laboratories,
- multifunctional rooms with facilities set up for 400 participants,
- training ground, drone racing and survival track,
- event and training center in historical palace.

HR CONGRESS

<https://kongreskadry.pl>

The biggest human resources management event in Poland, organized since 2005.

The Congress shares knowledge on the latest trends in managing people and presents the best implementations handled by Polish companies and foreign corporations. The event is intended mainly for:

- exchanging experiences with professionals from the HRM industry: managers, business consultants, suppliers of HR products and services,
- learning inspirational implementations and best practices presented by managers from the largest Polish organizations,
- discovering the latest trends, techniques and tools that will help in building effective teams,
- finding out how to increase employee engagement and optimize relationships within the organization,
- learning how ideas and projects are being implemented in the most innovative companies around the world.



28	14,000	2,060
editions	participants	speakers

The 2019 edition takes place in Copernicus Science Centre in Warsaw on May 14-16.

Digital Knowledge Observatory organizes the venue via its SPV – Dreamcast Ltd.



<https://surferzywiedzy.pl>
<https://publiczneinnowacje.pl>
<https://startupleague.pl>

ACCELERATION PROGRAMS EDTECH HUB ACCELERATOR

Digital Knowledge Observatory runs three specialized acceleration programs. They are designed to help aspiring entrepreneurs in gaining traction through deep mentor engagement, series of workshops and fundraising preparation:

- **Surfers of Knowledge.** Aimed at specialists and enthusiasts of new technologies having an idea for an edtech project. The program is dedicated for both content and tech related ideas and start-ups.
- **Public Innovations.** The program responds to the diagnosed problems of selected public institutions. It offers the opportunity to unriddle complicated issues through ICT-related solutions and supporting talented programmers within interdisciplinary teams.
- **Startup League.** Focused on engineers, innovators and visionaries whose concepts will primarily affect the social, ecological and technological environment. The program was prepared thanks to the cooperation with two other Warsaw-based foundations: MOST (<https://fundacjamost.pl>) and StartUp Hub Poland (<http://startuphub.pl>).



VENTURE CAPITAL FUND EDTECH HUB VENTURES

Since 2010 the Fund has been investing in Polish early stage companies, managing both private and public capital. EdTech Hub Ventures operates in two ways: as a classic VC fund and as a venture builder using Digital Knowledge Village infrastructure.

At this moment, EdTech Hub Ventures is primarily interested in projects in which new technologies support the processes of acquiring knowledge and skills. The topics that the fund finds exceptionally interesting are:

- digitization of knowledge - especially VR and AR,
- blended learning & LMS platforms,
- adaptive learning, machine learning, deep learning and AI,
- big data, content & influence marketing.

EdTech Hub Ventures works autonomously as part of the Digital Knowledge ecosystem, including Digital Knowledge Village campus.



<https://edtechhub.eu>



TOP 11 LEARNING TRENDS FOR 2019

The learning landscape is shifting. With continuous advances in technology, employees are taking control of their own education and development. Organizations are stepping up to help shape the future of learning.

They're focusing on providing coaching, ongoing feedback and resources for learning opportunities. Organizations are placing a strong emphasis on learning, while employees want more control of what, where and when they learn. This article will uncover the latest trends in learning for 2019. Unsurprisingly, mobile and social learning are gaining traction and feature heavily in a modern learning environment.

01 CONTINUOUS LEARNING CULTURE

The shelf-life of skills is diminishing. The need for ongoing learning and development is greater than at any previous point in history. 38% of CEOs believe a shortage of key skills is the top people-related threat to growth. With this in mind, it's no surprise that building a culture of continuous learning is currently a priority for L&D leaders. This encompasses just-in-time learning designed to close a specific knowledge gap in a current role, right through to development of competencies and behaviours needed for future roles.

02 EMPLOYEE-LED LEARNING

Organisations are moving away from top-down driven development frameworks and empowering employees to lead their own learning. Some examples of employee-led learning include:

- moving away from a one-size-fits-all' approach
- creating personalized learning paths to help develop employees in their current role, next role and future roles;
- basing content on both development needs and interests.

03 PEOPLE LEADERS AS COACHES

The second-largest challenge is getting people leaders to take an active role in employee development. Learning is no longer only the responsibility of the L&D, learning professionals are now looking to people managers to own and develop their teams. Empowering people leaders to help employees on their continuous learning journey is becoming a priority. Nearly three-quarters (74%) of employees who felt empowered to drive their own career say that their manager provides coaching and supports their development.

04 SOCIAL LEARNING

In addition to social collaborative tools, organisations are also experimenting with cross-functional project-based learning, creating online learning marketplaces and structured mentoring forums. 34% of organisations are already investing in social learning tools and over the next few years we anticipate the uptake will accelerate. The increasing complexity of work, rise of the contingent and freelance workforce, and the desire to work 'anywhere, anytime' will drive the adoption of social collaboration and knowledge-sharing tools.

05 EMPLOYEE-CURATED CONTENT

Relevant content is what matters most to employees. Yet less than half (46%) of employees are satisfied with the relevance of the content. Employees want the ability to create their own online content and share learning resources. It's no surprise that peer-to-peer learning continues to gain traction – empowering people to share relevant content with their colleagues.

Organisations are also supporting apps which curate, publish and share content to keep peers, teammates and managers across the latest and most relevant content. Crowd sourcing means content is constantly refreshed, removing the barrier of irrelevant information which can deter time-poor learners.

06 MOBILE (AKA ON-DEMAND)

Employees expect to access content anytime, anywhere via a mobile device. Although this trend isn't new, corporate adoption levels have lagged behind employee expectations. Looking to the future, 23% of the organizations plan to purchase mobile learning solutions and this trend is expected to accelerate.

07 MICRO LEARNING

Making time for learning isn't easy. Our constantly-connected lifestyles also means that attention spans are shrinking. A solution could lie in Micro learning: this is bite-sized chunks of learning content, completed in three to five minutes, that makes learning easily digestible. Some examples of successful microlearning can be found on popular mediums including: podcasts / blogs / eLearning / videos

08 DATA AND ANALYTICS

Nearly one-third (32%) of executives say demonstrating ROI is the top challenge for the talent development team. Only 22% of people managers feel the same. So how can organisations measure and articulate the ROI of investing in learning and development? The key is to take an evidence-based approach to gathering learning insights that's based on robust data and metrics. Articulating the ROI of learning and development initiatives requires assessing an organization's development needs, analyzing the outcomes of learning, then describing how this closes development gaps to drive productivity.

09 LEARNING EXPERIENCE PLATFORM (LXP)

The traditional Learning Management System (LMS) is no longer enough to meet employees' expectations. Increasingly, organisations are either replacing or augmenting the LMS with a Learning Experience Platform (LXP). Usability is the key to driving engagement and uptake of technology. Many organisations recognise this and are placing learner and manager experience at the top of the priority list. Although the LXP market is currently smaller than the LMS market, it's hot on the heels of its predecessor, growing at 200% annually.

10 GAMIFICATION, AUGMENTED AND VIRTUAL REALITY (AR/VR)

Although gamification has been around for a while, we expect it will continue to gain traction as more millennials enter the workforce. Current research by HR Technologist states, "Younger generations today are intimately familiar with the concept of gamification. Most of them grew up with video games and smartphones, so gamifying corporate learning can become a natural extension of learning."

Gamifying elements of learning such as compliance training gives people a 'safe' environment where they can take risks and get positive reinforcement. It also helps people see how they stack up against their peers, earn badges, collaborate and feel a sense of accomplishment.

Relative newcomers to L&D are Augmented and Virtual Reality. These technologies allow people to experience real life situations in a virtual sense, and reach their own conclusions in a safe environment.

11 PEOPLE ANALYTICS

In situations where there's a need to pivot quickly (opening a new office or factory in a different global location or simply re-shuffling people to upskill for succession roles), organisations need to see who has the right skills or certifications to support them in a growth or reorganization phase. Learning data is increasingly being incorporated into people analytics to understand the impact of learning on things like cross functional movement, retention and staff promotion. People analytics help organisations understand their workforce by making data about employee attributes, behavior and performance more accessible, interpretable and actionable, according to research by Science Direct.

by **Rebecca Skilbeck**
Head of Customer Insights & Market Research
PageUp

IFTDO UN REPORT: DECEMBER - MARCH 2019

Sean F. O’Gorman, IFTDO Youth representative

Dec. 4th, 2018

High Level Meeting on Development of Middle Income Countries (MICs)

Goals:

- High-level meeting to discuss the gaps and challenges of middle-income countries in the implementation of the 2030 Agenda for Sustainable Development
- Discuss innovative ways for the international community to promote economic development and prosperity in middle income countries

Facts, Realities & Problems:

- MICs are home to approximately 5 of the 7 billion people living on earth
- Low-level income countries tend to have high-level populations of people below poverty line
- Usually takes between 50-55 years for a lower income country to advance to the status of a MIC – exceptions are South Korea and Singapore who developed in 15 years
- Increase of desertification around the globe due to economics and climate change

Solutions & Conclusions:

- Promote the advancement of technology and innovation in low and middle income countries primarily; do not rely solely on investment to fix the problem
- Invest in sectors such as health and education to ensure lasting results of productivity
- All development must be fostered within the state itself, not from outside sources
- Build up economic resilience for countries affected by natural disasters
- Encourage more South-South cooperation to advance geographic regions as a whole

Feb. 6th, 2019

Executive Board of the United Nations Children's Fund

Goals:

- Oral update on the work of the UN on the elimination of the HIV/AIDS epidemic
- Discussion of different fundraising plans both private and through international partnerships
- Update on the work of the National Committees for UNICEF

Problems:

- HIV/AIDS infections among children in Central and Western Africa is increasing rapidly
- Mother to child transmission remains the most common way that HIV/AIDS spreads to children in underdeveloped countries
- Discrimination of victims remains prominent around the globe

Solutions

- Optimize South-South learning among countries to promote knowledge growth and acquisition in the fight against the HIV/AIDS epidemic
- Increase funding to programs that support the empowerment of women and women's health issues to provide sustainability and strength of UNICEF's work
- Further technological development in countries most heavily affected by HIV/AIDS so that the return on investment will prove advantageous

Feb. 27th, 2019

High-Level Debate on International Migration and Development

Goals:

- Achieve greater communication on the issue of migration around the globe and how to properly confront problems that stem from such movement
- Discuss the benefits of successful migration and what it can provide for countries of origin, transit and destination
- Address the unlawful forms of migration, such as trafficking, and determine effective solutions

Facts, Realities & Problems:

- The majority of global migration occurs on the African continent and it is free flowing
- Urbanization and the shift in changing labor markets are making migrant workers less valuable in that they do not possess many technological skills
- Climate change has turned migration from an option into a necessity for survival in regions heavily affected by weather; notably flooding in small island countries
- Need for proper assimilation of migrant workers into society in regard to education and employment training

Solutions:

- Create sustainable economic growth in destination countries where migrants pay into the system and participate
- Ensure that all migrants are protected and regulated under the same international labor standards and laws regardless of their nation of origin
- Promote development in the fields of education and science for future innovation

Mar. 13th, 2019

UN Commission on the Status of Women

Goals:

- To discuss social protection systems and access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls
- Continue conversation on the removal of gender discrimination in all sectors of social life

Problems:

- Gender discrimination remains in the economic and political life of women globally, such as income inequality and underrepresentation
- Most inequalities concern issues in relation to climate change, economic opportunities, leadership and health services

Solutions

- Prioritize innovation on education and economic opportunity to empower women to eliminate biases and discriminatory norms in public and private life
- Improvement of technology in science and health services around the world to ensure proper protection of women's health rights regardless of their country of origin
- Necessary to have commitment to the cause before having adequate resources and economic funds

NIGERIAN INSTITUTE OF TRAINING AND DEVELOPMENT - A GLIMPSE



Conferment of Fellowship Award on the Director – General, Industrial Training Fund



30th Induction Ceremony - Lagos



31st Induction Ceremony in Port Harcour, River States



NITAD President, Mrs. Janet Jolaoso, FITD with some of the 2018 Fellowship Awardees at Sheraton Hotel, Lagos



26th Annual Trainers' Conference 2018

atd 2018 CONFERENCE DELEGATIONS



atd 2019

International Conference & Exposition

The World's Largest Talent Development Conference

May 19-22
Washington, D.C.

ATD (Association for Talent Development) has been busy preparing for the world's biggest talent development conference. Over 12,000 attendees spread across 70+ countries will be attending this event taking place between May 19-22, 2019 in ATD's hometown of Washington, D.C. The event boasts more than 300 top-rated educational sessions, 400 innovative exhibitors, and world-renowned keynote speakers (Oprah Winfrey, Seth Godin and Eric Whitacre).

This conference is designed for international attendees and will help you benchmark your company's best practices! From the Global Village, where you can network with peers, grab a snack, or just relax and recharge; to the multiple global networking activities, the ATD Global team is committed to making your conference experience amazing. And while you're in our hometown, take advantage and explore all that Washington, D.C. has to offer!



10,000+
talent development
professionals



15 content and
industry tracks



35+
preconference
programs



300+
education
sessions

KEYNOTE SPEAKERS

ATD 2019 will be unlike any other talent development conference. See some of the world's most revolutionary leaders to draw inspiration for developing a powerful mindset and workforce.



Oprah Winfrey
Global Media Leader,
Philanthropist, Producer,
and Actress



Seth Godin
Entrepreneur and
Bestselling Author



Eric Whitacre
Grammy-Winning Composer
and Conductor

For more details please write to atdglobal@td.org