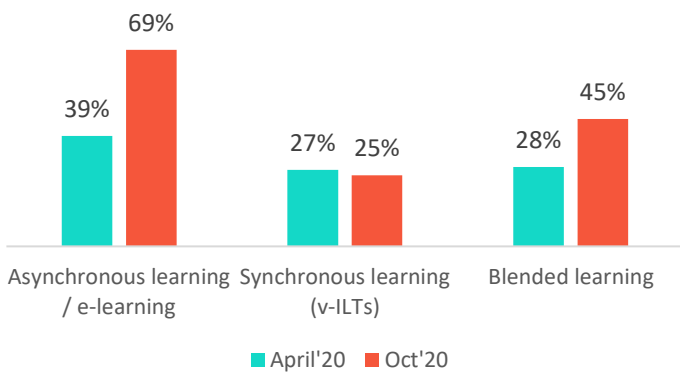




Rethinking Learning Strategy

e-learning: the new language of learning

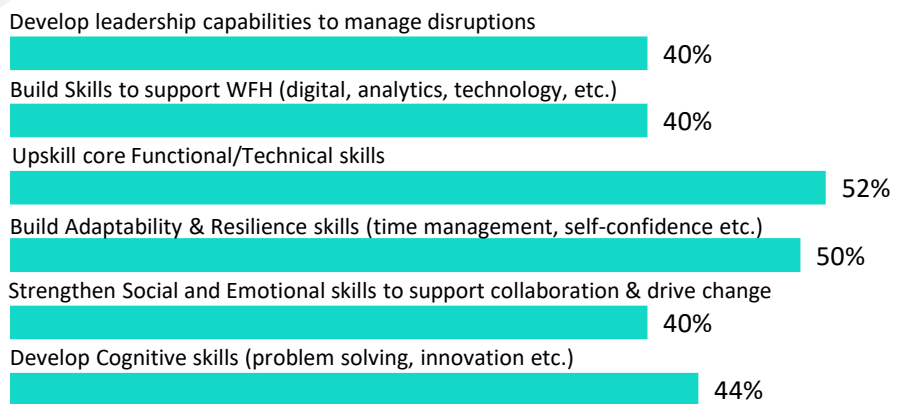


69% of businesses surveyed are making “self-paced learning” their go-to method to support a culture of continuous learning in their organizations. They’re doing this by leveraging their digital learning platforms and encouraging productive use of spare time through online courses & webinars.

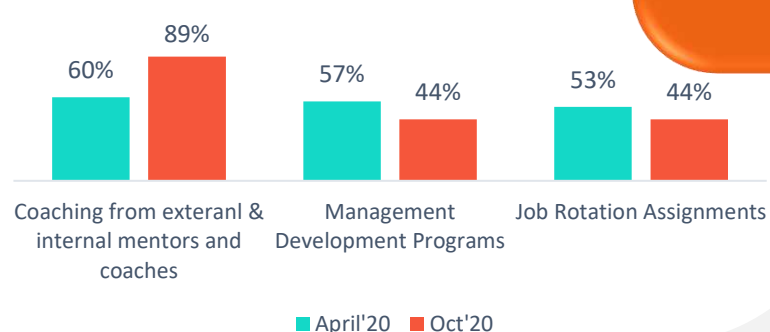
There is an emerging belief that using multiple formats improves the overall success of training, further supported by **45%** businesses opting for blended learning solutions that integrate online and instructor-led training to offer a wholesome learning experience to employees.

Reskilling: the key to business recovery

52% of business leaders surveyed believe that upskilling employees’ in their existing functional domains alongside interventions to develop their adaptability & resilience (**50%**), interpersonal skills (**40%**), critical thinking skills (**44%**) & leadership capabilities (**40%**) would accelerate business recovery and strengthen businesses for future disruptions.



How are organizations preparing leadership for future?



Coaching emerged as the most preferred leadership development strategy with **89%** businesses harnessing the benefits of coaching to help leaders navigate the competing priorities that they actively face in this pandemic situation. The popularity of other pedagogies like MDP (**44%**) and Job Rotation (**44%**) has declined since April’20 owing to the possible execution related challenges in the current scenario.

Search for Solution Providers

To overcome current challenges, businesses are leaning on in-house experts (**58%**) who can help solve immediate challenges. This pandemic has given L&D function an opportunity to showcase just how agile it can be to minimize business disruption and improve organizational performance. With migration to the virtual classroom, businesses are also exploring options of partnering with vendors (**65%**) who can develop just-in-time solutions to reach a dispersed audience.

