# Meet your speakers today

**Amber Anzalone**

People Operations Manager
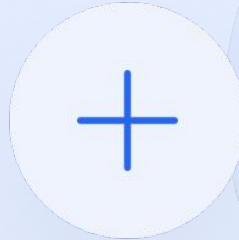
**David James**

Chief Learning Officer

# 360Learning

## The pioneer in
## collaborative learning

**1,700+**
Clients

**1.5M**
Active Learners

**2013**
Founded

**$240M**
VC Funding

**400+**
Employees

**London / NY / Paris**
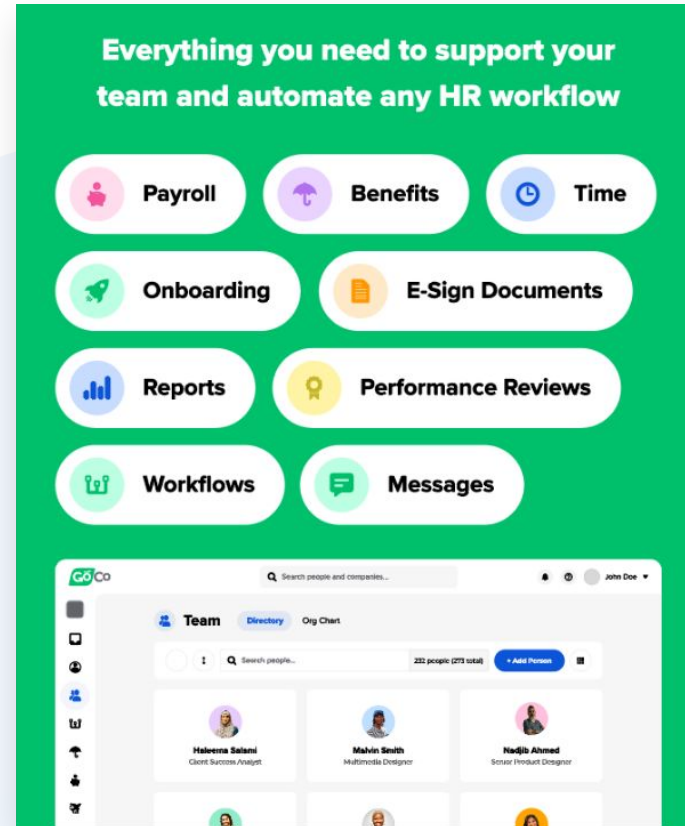Offices

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❝ appen

360Learning is the only platform that lets L&D operate at the speed of business. We deliver training programs and address constantly changing business needs at a much faster pace.

**Kristin Trujeque**
Director of Learning & Development at Appen

# About GoCo

GoCo's mission is to **empower HR pros and automate manual tasks** so they can focus on growing **happier, healthier, and more productive teams**



Everything you need to support your team and automate any HR workflow

Payroll    Benefits    Time

Onboarding    E-Sign Documents

Reports    Performance Reviews

Workflows    Messages

Capterra ★★★★★ 4.7

Software Advice ★★★★★ 4.73

G2 ★★★★★ 4.7

# Topics of the Day

**1** Why L&D and HR alignment boosts performance and retains top talent

**2** Streamlining L&D initiatives and HR strategies with automation

**3** How collaborative learning is a key to retention

**4** Audience Q&A

# The challenge:
# Top talent demands more than ever

→ [69%](#) of employees seek more **fulfilling work** as a main motivator for changing jobs.

→ [53%](#) say that their role requires **hyper-relevant specialist training.**

→ Those with in-demand skills are more likely to feel **satisfied with their job** ([70% vs 52%](#)).

*To retain top talent, L&D teams need to help create environments that inspire employee loyalty.*

*All stats from [PWC](#) 'Hopes & Fears' reports 2022-2023

# 01

## Why L&D and HR alignment boosts top talent retention

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# Poll Question

## To what extent are your L&D and HR initiatives aligned?

**A.** Strongly aligned - we collaborate frequently and work towards a shared goal

**B.** Sort of aligned - we occasionally collaborate on specific projects

**C.** Not aligned - we have different work scopes

**D.** These two functions are one and the same in our organization

# When L&D and HR specialisms are aligned, you can…

- Better understand what your **workers need to excel** in their roles

- Develop the best processes for **identifying and supporting** top performers

- Provide more **personalized learning experiences**, from day one

- Boost **talent engagement** with ongoing skills and career development programs

# Engagement has never been more important, especially for top talent

Only **36%** of employees are engaged in the workplace

*Gallup, 2022 report*

The most engaged teams generally see **44% fewer** unwarranted employee absences.

*GoCo*

There is a **52%** performance gap between companies with high levels of employee engagement vs low levels of engagement.

*Bonusly*

# High talent retention = better business outcomes and a more resilient organization

- **Reduced recruiting and onboarding costs** due to high employee turnover or filling skills gaps

- Succession planning helps the organization **adapt to sudden changes** in the market

- Continual opportunities for lateral or upward movement **keeps the company growing,** without new hires

# Continuous learning and upskilling transform the entire employee journey

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**Joining**
✓ Learning about culture and the recruitment process

**Onboarding**
✓ Learning from previous cohorts

**Role pivots**
✓ Learning when the need to adapt or overcome challenges in a new role arises

**Promotions**
✓ Learning when responsibility increases e.g. new line managers

# 02

Streamlining L&D initiatives and HR strategies with powerful automation

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# Stories of Streamlining and Synergy

# Streamlining **engagement** using automation

### Don't reinvent the wheel.

Connect with others in the industry to get ideas on how they are doing things. Use the tech that's available to do the work where it can.

### Move from Manual to Motivated

Freeing up time allows you to get back to focusing on the part that matters most - the people.

# How to leverage automation and AI in your learning platform

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## Administration

**Automate reporting, reminders & manual tasks.** Anticipate training needs with relevant catalogs that are always up-to-date.

## Recommendations

Increase learner engagement with **personalized and automated content recommendations.**

## Content

Build foundational information quickly with **Generative AI** to help SMEs share their specialist knowledge.

# Automation is crucial to streamlining L&D and HR workflows

Built-in integrations that connect your HCM and LMS help:

- **Automate processes** for tracking employee data and performance

- Save time with **centralized data** in one platform - eliminating manual double data entry

- Create a **source-of-truth** for making data-backed business decisions

# 03

How collaborative learning is a key to top talent retention

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# Poll Question

## To what extent are you using collaborative learning?

**A.**     We're all in on collaborative learning

**B.**     We use collaborative learning sometimes

**C.**     We don't use collaborative learning, but would like to

**D.**     Collaborative learning isn't for us

**E.**     Other (please specify)

# Talent development supports employee retention, especially in uncertain times

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## 75%

of workers said the pandemic made them **question their skill sets.**

Many feel that to progress and achieve their career goals, they have no choice but to change jobs.

# How does **collaborative learning** boost performance?

" *Learners find courses that had internal collaboration during the creation process* ***2x as useful.*** "

- Peer-led training is **hyper relevant** and improves learning outcomes

- This means new skills are **more likely to be applied in practice**

- As a result, productivity increases and **projects progress faster**

# What is collaborative learning?

**TRADITIONAL LEARNING**

| TOP-DOWN | BOTTOM-UP |
|---|---|
| **Centralized** Training departments source topics from managers, create courses on specialised software. | **Democratized** Employees elevate requests for learning as they confront hurdles in their day-to-day work. |
| **Generic** Courses lack insights & expertise needed to provide contextual training necessary to be impactful. | **Relevant** Course objectives & content are defined and designed by peers with in-house expertise. |
| **Slow** Courses take months to produce and are rarely improved. | **Fast** Minimum viable courses are created and shipped in a matter of hours.. |
| **Static** Courses are rarely updated as training departments are spread too thin. | **Iterative** Courses are continuously improved thanks to data, comments & suggestions. |
| **Deliverable-driven** Success is measured by delivering courses, even if they fail to help teams succeed. | **Impact-driven** The success of learning is measured & aligned with the achievement of the company's core goals. |

**COLLABORATIVE LEARNING**

# L&D and HR alignment positively impacts engagement *and* your bottom line

**02.**
Boosted work performance

**01.**
Higher employee retention

**03.**
Better business outcomes

Companies with **high levels of employee engagement** improved **19%** in operating income.*

Source: https://blog.bonus.ly/how-employee-engagement-impacts-your-bottom-line/

# The L&D Collective

An exclusive global community for L&D leaders to experience Collaborative Learning in action

### What's in it for you? (A lot.)

**Learn** from hundreds of L&D leaders and share your knowledge, challenges, and best practices in our private Slack channel.

**Grow** your network and build lasting relationships during exclusive live and virtual events.

**Shape** the future of L&D and be at the forefront of the collaborative learning movement.

# Find out more about us:

Level-up your HR with
flexible employee
management software

**goco.io**

Upskill from within with
collaborative learning

**360learning.com/demo**

# 04

Audience Q&A

#thankyou

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