

Learning for the future is a key enabler of building a future-fit workforce



Our learning practice focuses on increasing productivity by unlocking the value of learning to drive greater return on investment and increase retention and the employee experiences

Key questions you may have:

- ? How can you accelerate and optimise capability uplift to meet your future needs?
- ? Is your learning strategy, platform/tools and methods achieving the outcomes/ROI you want?
- ? Do you have a culture of learning?
- ? How does your learning compare to leading practice?
- ? Does your learning increase productivity and/or engage your employees?
- ? Is your learning designed for the modern learner?

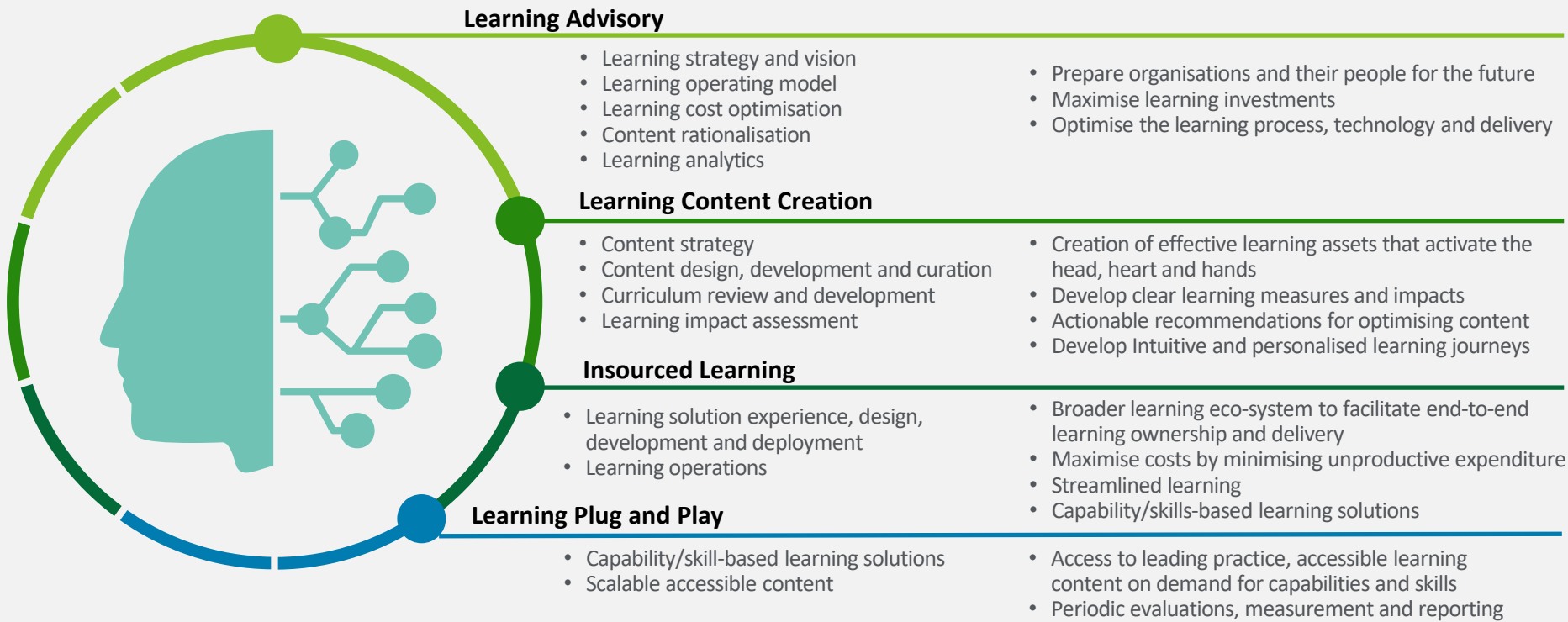
Why is learning for the future needed?

Many organisations face challenges when attempting to deliver effective learning. These challenges are further intensified by **New Zealanders increasing need for growth and development within the workforce.**



What does learning for the future focus on?

We enable organisations to optimise their learning function and unleash the value of learning through four impactful learning interventions:



Learning

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How do we run learning engagements?

1. A prominent financial institution in New Zealand who made one of their most significant L&D investments to date:

CONTEXT & BUSINESS CHALLENGES

- The organisation identified major capability gaps in their workforce after a strategic workforce planning intervention
- The business recognised a critical need to overhaul its learning, learning culture and address capability gaps

APPROACH & SOLUTION

- Focused on user research to identify learning gaps and experiences-driven learning
- Embraced peer-led learning, job task design, and coaching
- Unleashed a new way of measuring learning

OUTCOMES

We transformed the culture of learning in the organisation, moving it away from the status quo and towards a more empowering, curious and measurable environment. This shift enhanced growth and promoted continuous learning through self-assessment, development conversations and real-world challenges.



58,000 hours of time saved for the workforce through innovative learning design.



90% of users scored above 8/10 in user test sessions, indicating high user satisfaction and impact.



Centralised the development of learning content, leading to a 30% improvement in both time and cost

2. A top manufacturing institution in New Zealand who realigned their L&D Operating Model with their strategic goals:

CONTEXT & BUSINESS CHALLENGES

- The organisation aimed to simplify, standardise, and streamline processes within its current learning operating model
- Major pain points were scattered learning information with limited tech literacy, lack of transparency and governance

APPROACH & SOLUTION

- Designed the Learning delivery model
- Redesigned end-to-end learning processes to support the model
- Defined accountabilities

OUTCOMES

We collaborated with this business to create a learning delivery model that addressed the identified pain points and drivers. This model utilised future state processes designed to streamline learning. We developed multiple implementation options for the delivery model, allowing the client the opportunity to customise their implementation strategy to fit their needs.



Redesigned critical learning processes providing people, technology and governance insights for streamlining them.



Provided the client with a range of delivery model implementation options.



Detailed roadmap of initiatives including immediate "no-regret" and "longer-term" transformational initiatives.

Outcomes in building a learning offering:

Capability-based modern learning across a range of modalities

Increased engagement and retention (Engaged employees are 4x more likely to stay in their jobs)

Build a culture of learning (Intellectual curiosity)

Measured outcomes plus return on investment for learning spend



Talk to us

Our team can help you identify the work and workforce you need when autonomous operations become a reality, ensure your future workforce has the right skills to drive value, design learning for the modern learner, and develop leadership skills to thrive in disruption.

We look forward to helping you build your future-fit workforce.

Who to contact



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