



Mastering the Maze: Dynamic L&D strategies for developing and retaining Gen Zs

11 September 2024

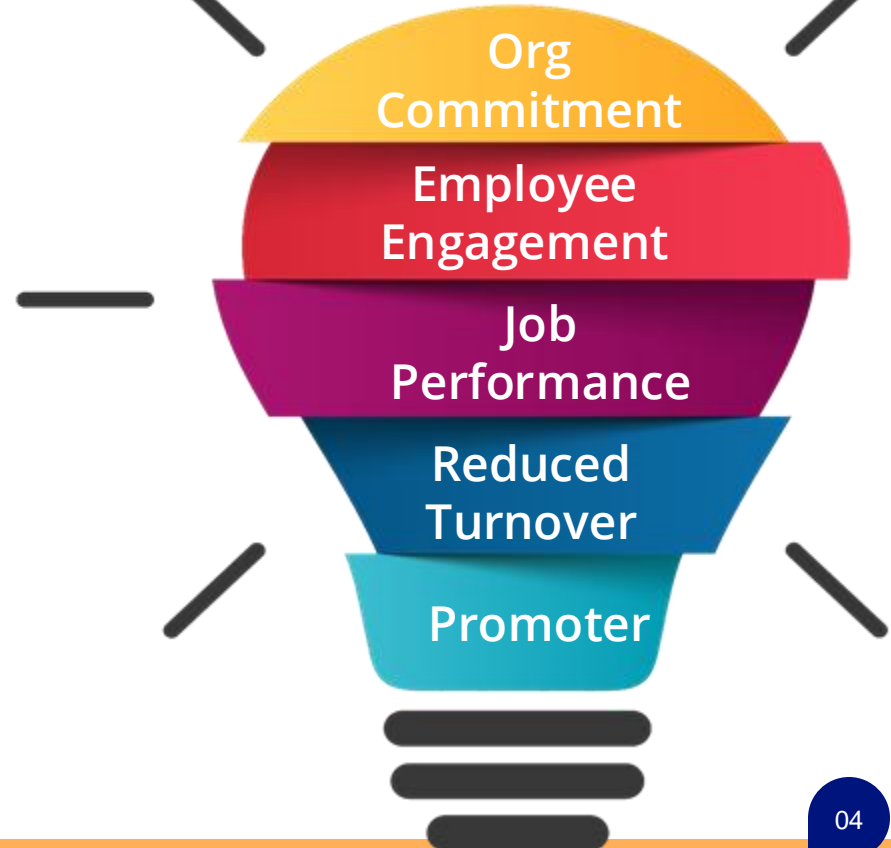


- The impatient Gen Zs: understanding their 4Es
- Creating a dynamic Gen Z learning agenda
- AI-driven LMS: Boon or bane?
- The importance of post-learning assignments: Rule of 72
- Key takeaways

4Es of Gen Z Learning Preferences



The Correlation of L&D to Job satisfaction



4Es of Gen Z Learning Preferences

1 Engagement

- Interactive Learning
- Gamification
- Social Learning

2 Experience

- Hands-on
- Secondments
- Project Based

3 Efficiency

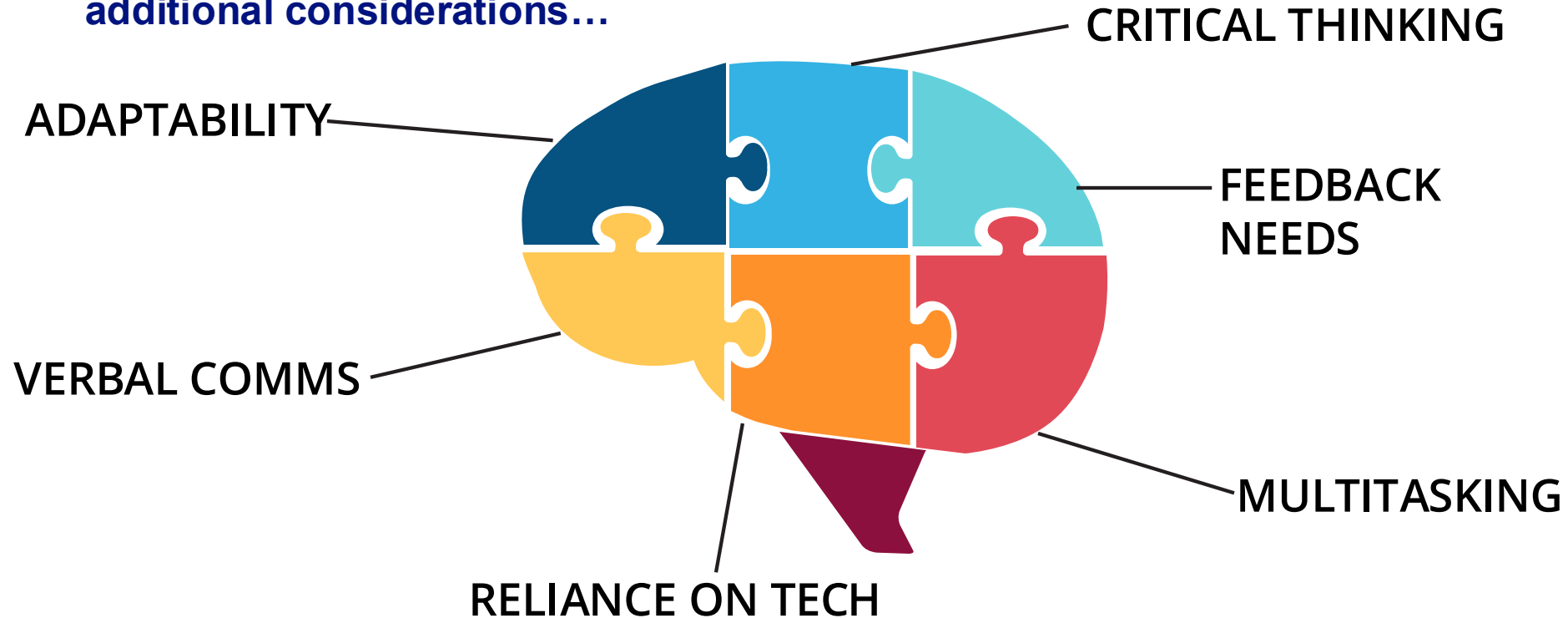
- Microlearning
- On Demand
- Tech Integration

4 Empowerment

- Interactive Learning
- Gamification
- Social Learning



So why do organizations still struggle with developing Gen Zs? Some additional considerations...



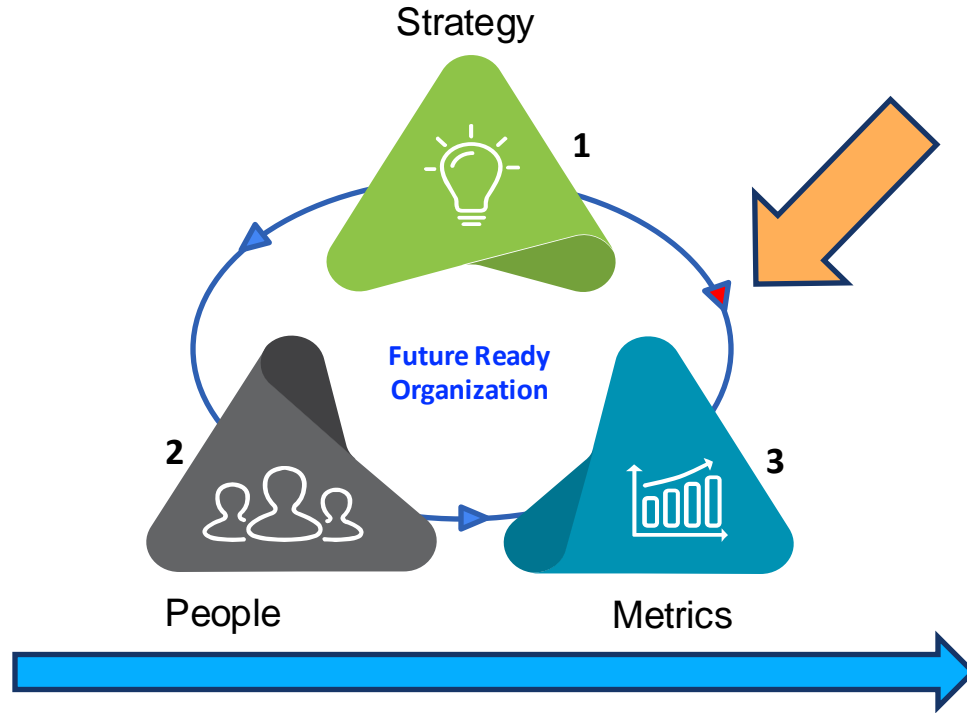
Creating a dynamic L&D agenda for a multigen workforce



It begins with this conversation....



Skills Inventory



New Competencies

LMS: Boon or Bane?



Understanding Learner Profiles

Gen X (1965-1980)	Gen Y (1981-1996)	Gen Z (1997-2012)
Independent Learners	Tech Savvy	Digital natives
Practical Learning	Collaborative Learning	Visual Learners
Structured Learning	Flexible Learning	Interactive Learning
Face to Face Learning	Experiential Learning	Collaborative Learning
		On-Demand Learning



How might one look at L&D modalities?

New competencies - Skills Inventory = **Skills Gaps and SWF Plans**

Matching competencies with Career Aspirations = **Individual Development Plans, Structure, Hiring Plans**

Mapping competencies with IDPs and Learner Profiles = **L&D Modalities and Priorities**

Integrating L&D Modalities with Organizational Outcomes = **Metrics and Evaluation**

Evaluating metrics with stakeholder feedback = **Regular improvement of L&D strategy and review of SWF strategy**

Key Takeaways

The background of the slide is a solid dark blue. On the right side, there is a decorative graphic composed of several geometric shapes. At the top right, there is a light blue square. Below it, there is an orange square. To the left of the orange square, there is a light blue triangle pointing towards the center. Below the triangle, there is a bright cyan circle. At the bottom right, there is another light blue square. The overall design is modern and minimalist.

Skilling to Scaling is a culture that must permeate from culture to intent to stakeholders



Skills Inventory



New Competencies

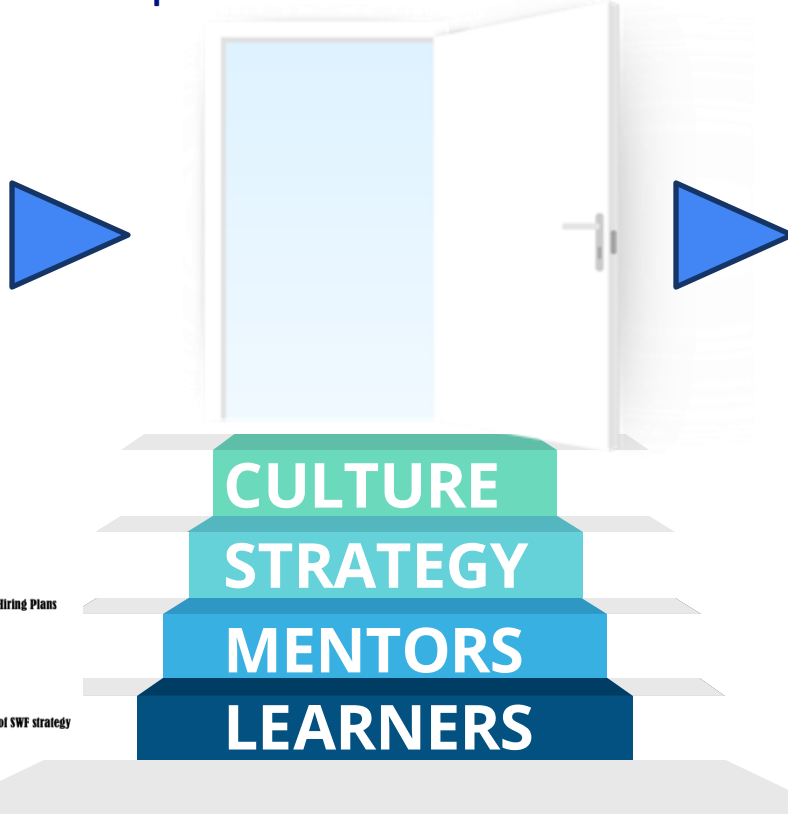
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Thank You

1 Harbourfront Avenue #13-03
Keppel Bay Tower
Singapore, 098632

