What's the #1 initiative that leadership, learning, and talent development pros will focus on?

The development professionals surveyed by The Ken Blanchard Companies identified more than 100 initiatives they were planning to focus on.

Three large areas appeared as common themes:

- **Improve** frontline and mid-level leadership skills · **28%**
- **Enhance** organizational culture · **13%**
- **Explore** new learning modalities · **12%**

L&D

EXECUTIVE SURVEY · EXECUTIVE SURVEY · EXECUTIVE SURVEY · EXECUTIVE SURVEY
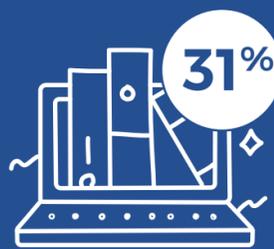
2019 TRENDS REPORT

L&D professionals identified six learning modalities they plan on exploring in 2019.

Not familiar with each of these learning modalities? Here's a quick definition.

33% **Learning at the Point of Work**
Related to 70/20/10 models and Just-in-Time learning, focuses on providing practical solutions to situations faced by employees in the moment

31% **Digitalization**
An umbrella concept that includes online learning, augmented reality, microlearning, adaptive learning, artificial intelligence, and massive open online courses

29% **Peer Mentoring**
Offering colleagues at a similar level in the organization an opportunity to learn from each other. Mentors as well as mentees can benefit from the bonds they form with colleagues

33% **Adaptive Learning**
Uses algorithms to orchestrate interaction with the learner to deliver customized resources and learning activities that address the unique needs of each learner

30% **Design Thinking**
A five-step solution-based approach to solving problems that is extremely useful in tackling complex issues that are ill-defined or unknown

24% **Spaced Learning**
Highly condensed learning content that is typically repeated three times with two 10-minute distractive breaks

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When it came to enhancing their present work cultures, the development professionals who were surveyed suggested a shift toward more people-centric practices with objectives planned to create work environments that are …

Coach-like
Trusting

Open
Supportive

Cooperative
Adaptable

Empathetic
Service-oriented

TOP 5 MOST CRITICAL LEADERSHIP SKILLS IDENTIFIED IN 2019 SURVEY

When asked about leadership skills they planned to focus on in 2019, **the top five most critical skills identified were**

- Building trust
- Coaching
- Managing change
- Listening
- Creating engagement

See the complete analysis of the 2019 survey results
click here

THE Ken**Blanchard**® COMPANIES