

# 5 Considerations of the Modern CLO

## Chief Learning Officer EXCHANGE

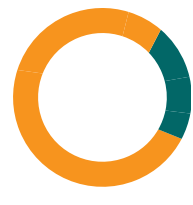
DECEMBER 4-6, 2016

Fairmont Grand Del Mar | San Diego, California

It is no secret that Learning and Development is playing a larger role in organizational success than ever before. With top talent being in high demand, the need to develop internal candidates has become vital to continued growth, innovation, and leadership. We surveyed senior-level learning and development leaders to gain insights into what their organizations are doing to accelerate their leaders of tomorrow, today. Check to see if your organization is on track and then plan to discuss actions, goals, and solutions with your peers at Chief Learning Officer Exchange.

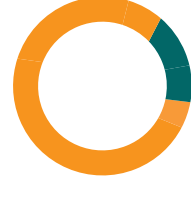
### 1 Are you expanding your company's leadership development programs?

Given the current need to retain the best talent, it is crucial to develop current employees to serve both your organization and its customers. We asked respondents what their current plans were as far as both executive development and frontline development.



**I am expanding the high potential executive-level leadership development program**

64% Yes  
36% No



**I am expanding the high potential frontline-level leadership development program**

79% Yes  
21% No

**We Recommend:**

**Tuesday, December 6 | 10:45 AM Plenary Session**

**High Performing Crews: Reinventing Learning Solutions for Our Craft Field Leaders**

Presented by: Lucy Dinwiddie | Chief Learning Officer | Bechtel

**Monday, December 5 | 4:30 PM Master Class**

**Frontline Leadership Development**

Presented by: Bellevue University

### 2 Are you looking to add coaching into your learning and development toolkit?

Coaching is another great way to create future leaders from today's frontline. Many organizations tend to shy away from coaching services due to cost barriers.



**I am interested in new and affordable ways to provide coaching to more people within my organization?**

74% Yes  
26% No

**We Recommend:**

**Monday, December 5 | 1:45 PM Roundtable Discussions - Choose Your Topic**

**Roundtable C: Building a Culture of Coaching to Accelerate Growth through Informal Learning & Collaboration**

Presented by: Epiphany Coaches

### 3 How does your organization help contribute to continuous learning?

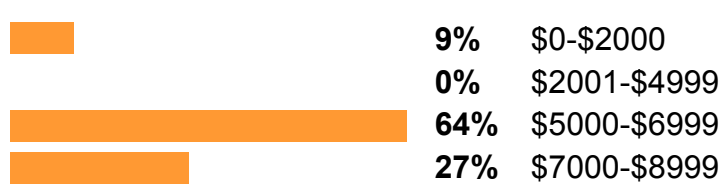
Many organizations have begun to offer things like tuition assistance and skills development in order to instill cultures of continuous learning. Continuous learning offers a chance for employees to grow professionally and bring their acquired knowledge to their work efforts.



**Do you offer a tuition assistance/reimbursement program?**

90% Yes  
10% No

**If so, how much per person annually?**



**We Recommend:**

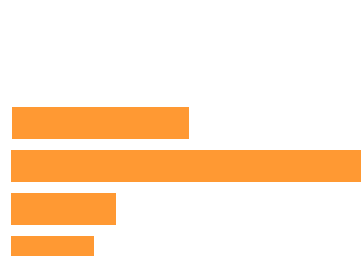
**Monday, December 5 | 9:05 AM Plenary Session**

**The Case for Continuous Learning: Enablers & Mindsets**

Presented by: Derek Hann | Chief Learning Officer | PayPal

### 4 How is your workforce changing?

The face of the workforce has begun to change. As Boomers exit the workplace, Millennials are beginning to take their place. One of the challenges learning leaders are facing is making learning relevant to all members of their workforce.



**What percentage of your workforce is of the millennial generation?**

26% 0-20%  
47% 21%-40%  
16% 41%-60%  
11% 61%-100%

**We Recommend:**

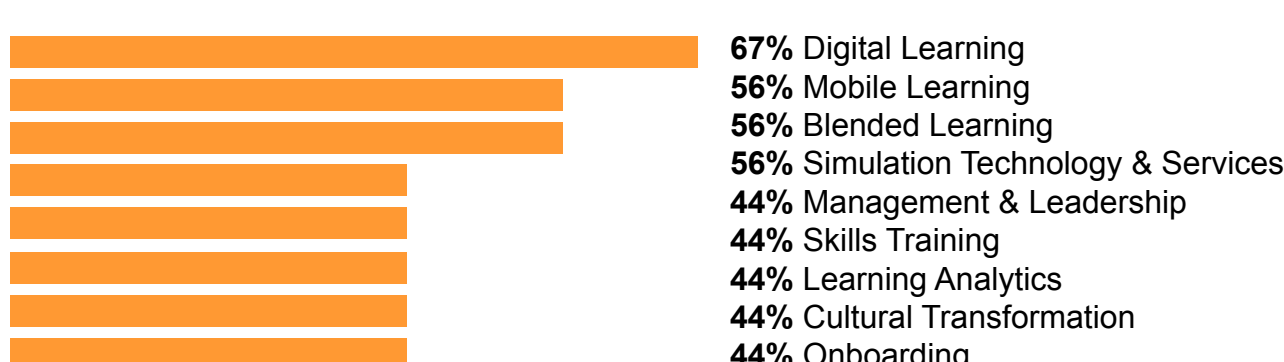
**Tuesday, December 6 | 10:05 AM Plenary Session**

**Implementing a Gamification Strategy Into e-Learning That Resulted in Tangible ROI**

Presented by: Linda Caroleo Jack | Director of Learning | ADI Global Distribution

### 5 What kind of solutions do you have a need for within the next 24 months?

Respondents have active requirements to purchase external solutions in order to further and achieve their learning and development goals. These are some of the areas that respondents indicated were top priority for the coming years.



\*Percentages indicate percent of respondents that chose the relevant solution. Since respondents could choose a multitude of solutions, percentages do not equal 100%

**We Recommend:**

**Monday, December 5 | 1:45 PM Roundtable Discussions - Choose Your Topic**

**Roundtable A: I Want Performance Analytics: Where Do I Start?**

Presented by: Raytheon

**Roundtable B: Transforming from Content Creation to Content Curation**

Presented by: Xerox

[Click here to view a sample of our survey respondents.](#)