



# BoldHaus®

## “Hot Takes & Mic Drops”

Spilling the Tea on What the Fortune 500 is Saying  
About Their People Challenges

Brought to You By the Same Experts Trusted By Major Media



# LEARNING OBJECTIVES



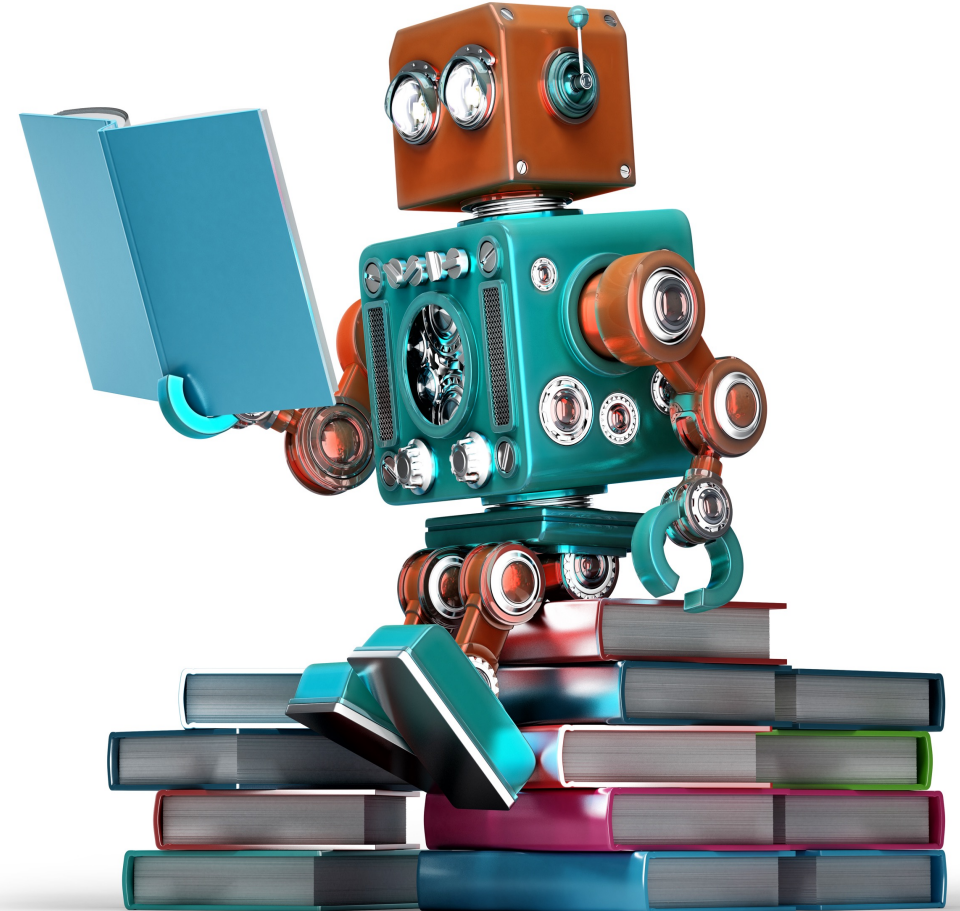
5 BIG THEMES FROM THE BRANDON HALL CONFERENCE



5 SIMPLE, ACTIONABLE IDEAS YOU CAN IMPLEMENT WITHOUT BREAKING A SWEAT



Q&A TIME FOR ALL YOUR WORKSHOP SUNDAY QUESTIONS



## THEME #1: ZOOMERS



Organizations are reckoning with the **ZOOMERS.**

**Currently age 11 - 26**, Gen Z is taking their approach to learning into their own hands, usurping processes, approaches, policies, and more.

## THEME #2: ECOSYSTEM THINKING



Building **Deep Capabilities** in leaders to help them apply skills more dynamically based on any situation.



## THEME #3: TALENT OPTIMIZATION



Moving away from Performance Management to **Talent Optimization**. Less about the past and more about the future.

**Micro-conversations** are KEY.

## THEME #4: THE FUTURE IS HUMAN



AI and VR are giving us the chance to get back to what we do best and that is ***Building Relationships***.

***Bonus Tip: Remember R.I.D.E.:***

- Rare.
- Impossible.
- Dangerous.
- Expensive.

## THEME #5: WHY LEADERSHIP DEVELOPMENT HASN'T WORKED



Significant **investment** for decades hasn't yielded the level of transformation that every other part of business has experienced.

Companies aren't using a **Learning Journey** philosophy.

Lack of a consistent organization-wide **Leadership Model**.

Not building capabilities of **High Potentials**.



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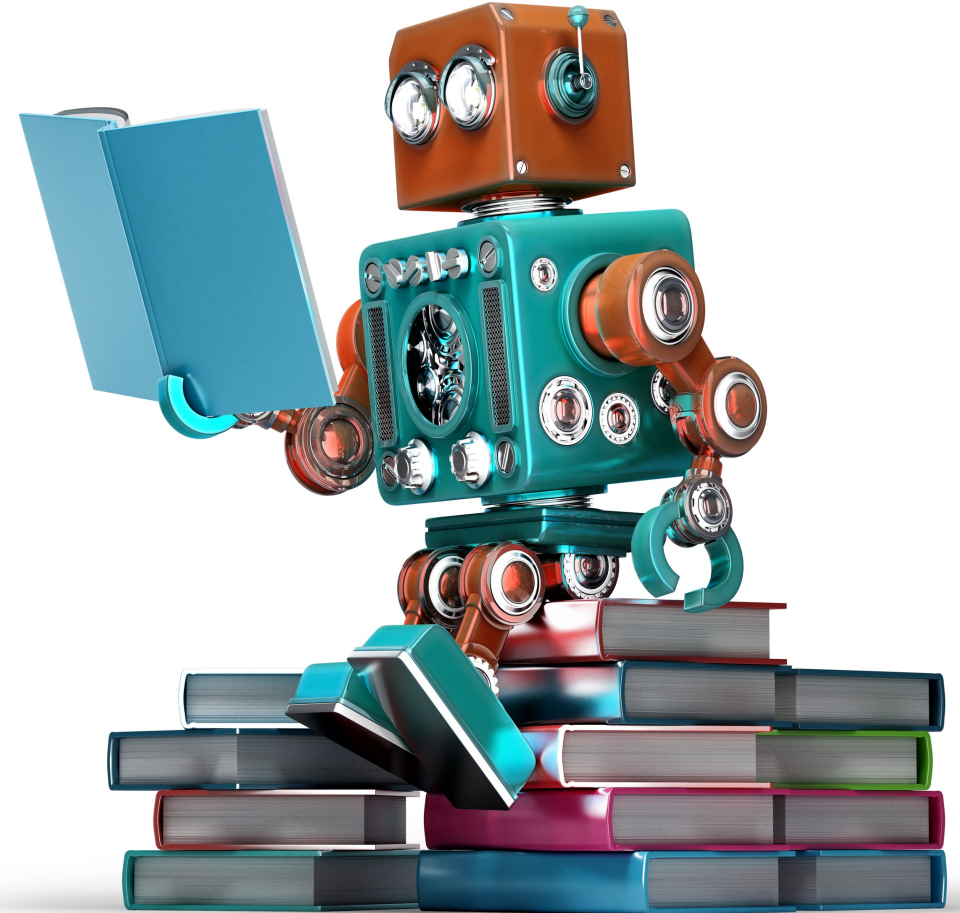
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1

# BUZZWORDS TO STAND OUT.

UPSKILL

HUMAN CAPITAL MANAGEMENT

INCLUSIVE

MICRO-CONVERSATIONS

FLEXIBLE

SCALABLE

MINDSET

LEARNING JOURNEY

PERSONALIZED

SURVIVOR VS. SELF-AUTHORING

HUMAN

TALENT OPTIMIZATIONS

PSYCHOLOGICAL SAFETY

AGILE

MODULAR

UPSCALE

LEARNING ASSETS

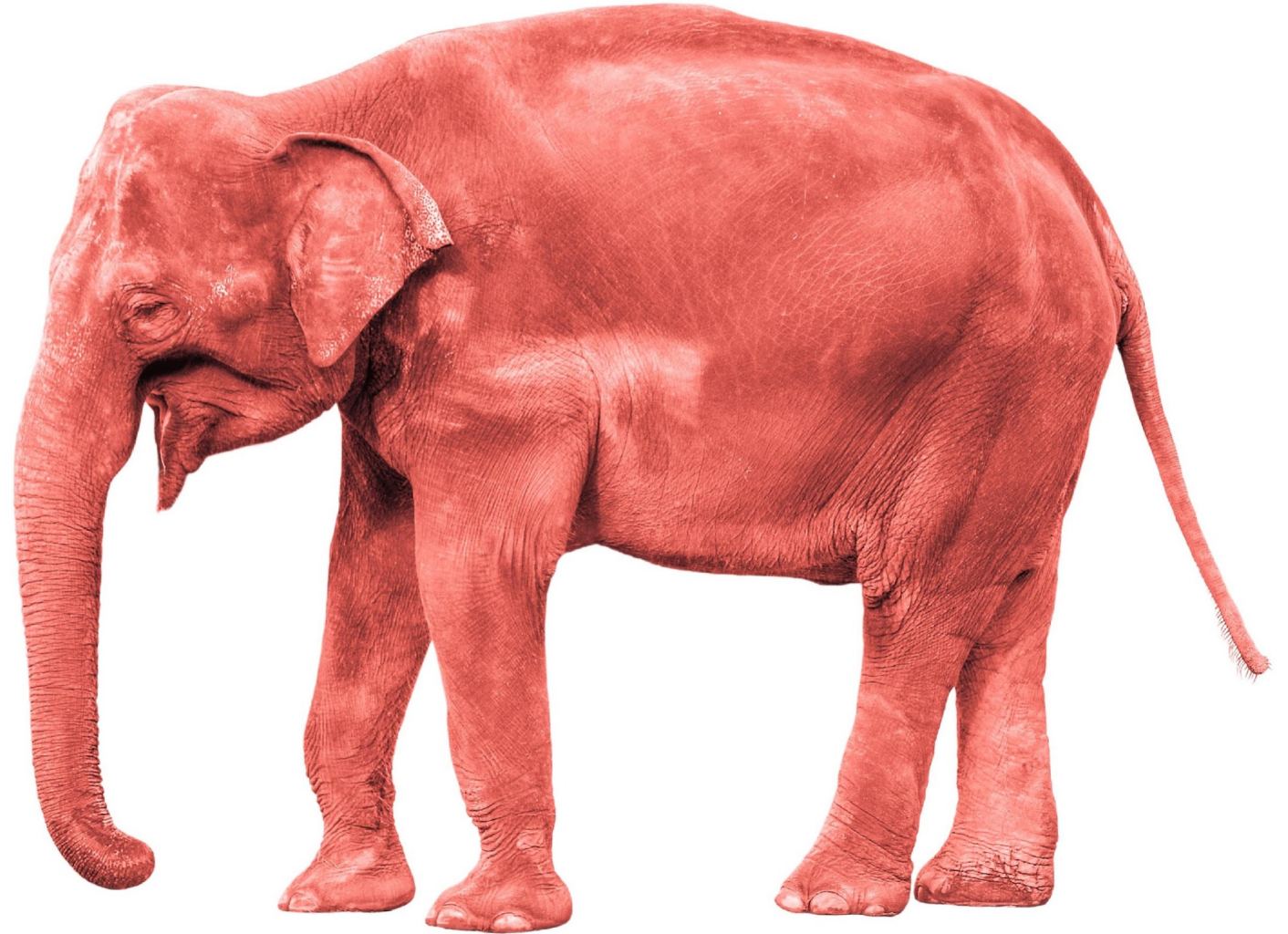
MIXED MODALITIES

COMMUNITY

ADAPTABLE

2

## MINIMUM VIABLE PROGRAM.



## 3 COMMUNITY BUILDING.



Open mic forums & crowd-sourcing



Peer-to-peer mastermind groups



Evangelizing (i.e. share with 5 people)



Development days



Learn. Do. Reflect. Experience It.



4

## NON-TRADITIONAL LEARNING OBJECTIVES







5

## DONE-FOR-THEM **MARKETING TOOLKIT.**

# LEARNING OBJECTIVES



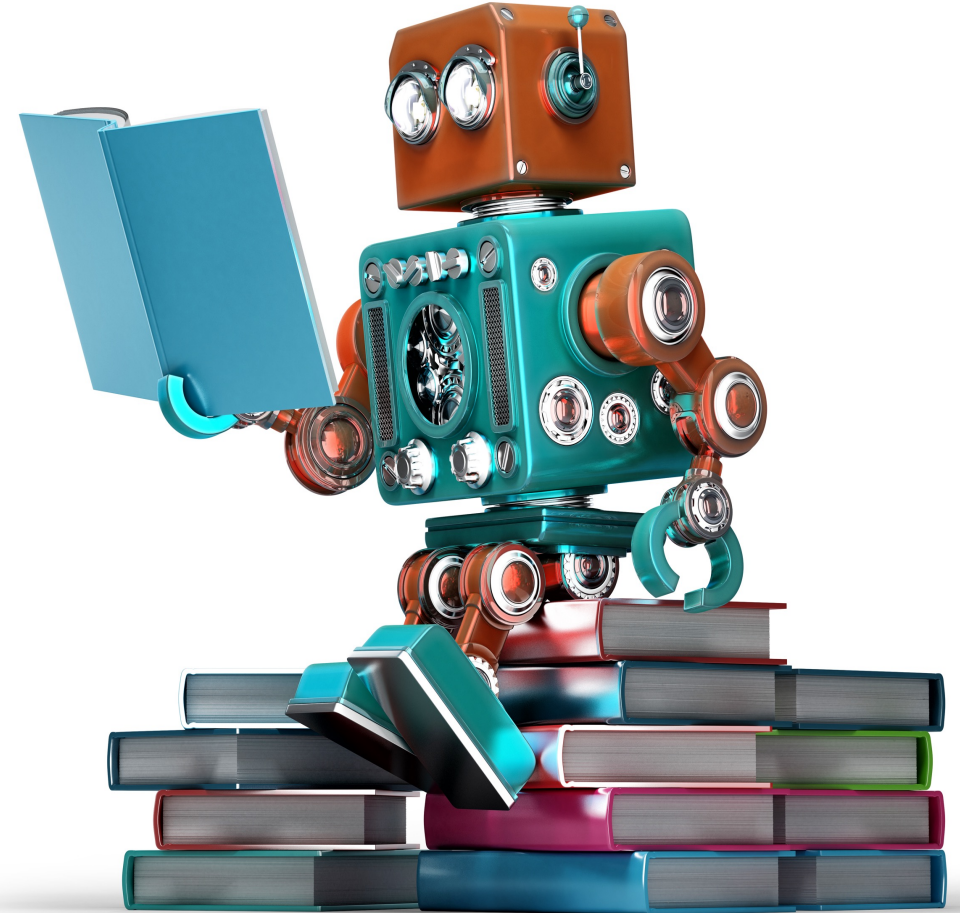
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# TECHNOLOGY

Creative research that identifies a product/service from the competition



## ACTION

- Contacts
- Globalization
- Relations



## ENGAGE



Managing budgets to keep finances healthy.



## International

- Effective
- Efficient

## Strategy



## FINANCE



## STRATEGY

# A-HAs

## RESEARCH

- Search
- Analysis
- Competition

## MARKET

- Research
- Innovation



- Ideas
- Quality
- Research
- Development

## Customer Service



Customer Consumer

## VIRAL



- Training
- Recruitment
- Working Environment
- Benefits

# MARKETING

## TEAM WORK



Money ← The combined action of a group, especially when



## Quality

- Design
- Storytelling
- Segmentation
- Packaging
- Positioning



## MEDIA

Identification of a specific market and measurement of its size and other



# Q&A







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