

Dr. Judit Szilágyi – Tamás Schieszler:

Are we burying the flipchart? - The future of trainings

(summary)

Some people would rather run in the opposite direction when hearing the word training, others grab every opportunity to participate with enthusiastic fanaticism. Will this form of training keep up with the new trends in the whirl of sexy buzzwords like gamification, social learning, micro-learning, learning paths created by artificial intelligence, management apps, simulations?

Craze of the 20th century

- The end of the 20th century was the golden age of the training market: multinational companies opened training departments, thousands chose the trainer profession
- It used to be possible to summarize the experience of the past on a flipchart and apply it to solve the challenges of the future.

The 21st century is the age of the knowledge-based society

- Rapid changes and the pace of development require continuous learning.
- 35% of the skills employees need will have transformed by 2020, regardless of industry ([source: World Economic Forum](#))
- Business development needs are already strongly linked to organizational goals.
- Classic training methodologies are often inadequate and slow to support the implementation of these goals.

Digital transformation

- A digital explosion took place in the training market as well, even though the bang was smaller in the Hungarian market.
- We need to also target a group of employees for whom the laptop was available from birth.
- Generations Y and Z are longing for pull-based, fast-access content instead of the tradition push type trainings organized by HR.
- Incorporating digital solutions is a must, not an option.

E-learning: initial negative experiences

- Initial digitization was limited to the introduction of online training.
- Online learning platforms are often boring, dry, clickable experiences, a kind of mass products.
- Online content is rarely integrated with in-person trainings.
- Virtual space is rarely used for social learning.
- Leaders who consider development low priority do not set a great example in learning online.

New directions in online learning

- personalized learning paths,
- a repository of micro-learning opportunities (podcasts, quizzes, slideshows, simulations, games, etc.),
- gamification and serious games,
- full usability on mobile devices,
- learning applications,
- developing social, interactive and collaborative platforms,
- advanced webinars.

Classroom trainings will remain, but a facelift is needed

- Structured and planned learning based on human connections had, have and will have a future because its results are unquestionable.
- We can learn much more effectively in interaction with others.
- The trainer's behavior and body language also have a significant impact on the learning process by helping to form memories.

Changes can be expected in the following directions, among others:

1. **Classic trainings as one element of the learning path**
 - In-person trainings can be an important element of an individual's learning path, along with other methods and technologies.
2. **More but shorter**
 - The future is a half-day or one-hour long training, which can be held on a relatively regular basis.
3. **Virtual Classrooms**
 - It plays (and will play) a significant role primarily with the remote teams of multinational companies.
4. **Internal Corporate Trainers**
 - The knowledge-based society requires constant development of employees, which cannot be entirely outsourced to expensive external service providers. Firms will employ more and more internal trainers. These trainers won't only be HR professionals, but top managers or even young agile workers. It will be necessary for organizations to purchase higher quality external content, rather than relying solely on the internal resources of the learning and development department.
5. **Fewer ball games, more know-how**
 - Organizations have less and less time for development, so participants must quickly acquire a great deal of knowledge. At the same time the "Entertrainers" with little real-life business knowledge are slowly becoming extinct.
6. **Technology into the room**
 - While 10 years ago we collected mobiles at the beginning of trainings, today we integrate them.
7. **Mixed development methods**
 - Training, Workshop, Group Coaching - The boundaries are not hard even today and they will be less visible in the future.
8. **Supporting implementation**
 - Trainings alone cannot bring about a lasting change in behavior, so their incorporation will not be an optional part of development processes in the future.

Luckily, trainings will remain in the toolkit of L&D, but in the future sessions will focus more on results and real-world performance instead of only having a good time.



About the authors

Dr. Judit Szilágyi

senior organizational development consultant, executive & business coach partner and owner at [FranklinCovey](#), [ComeandGrow](#)

Tamás Schieszler

senior leadership and process development consultant, business coach partner and owner at [Rainforest](#), [ComeandGrow](#)