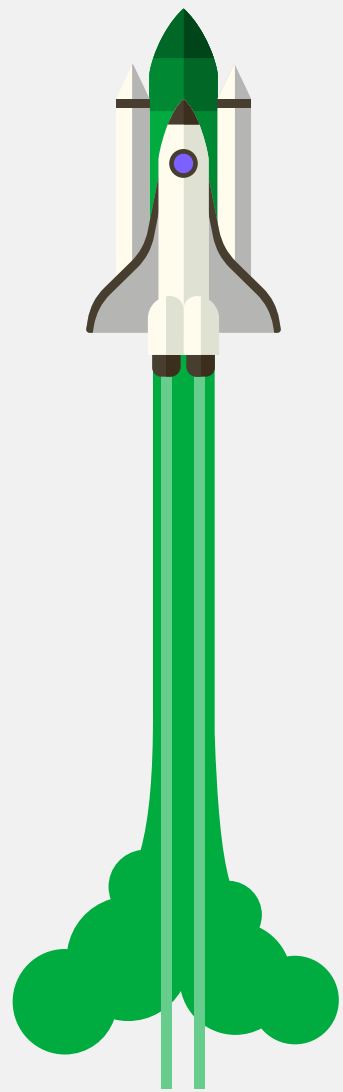


Get Ready for Takeoff!



Paul Eschen

Chief Marketing Officer @

BIZ > LIBRARY

[BizLibrary.com](https://bizlibrary.com)



Connect with me on LinkedIn



Building a More Competent & Compassionate Future

Human
beings

Leaders

Employees





Talent Development Trends That Will Drive L&D Forward in 2023



Lumberjack Lars



Lars

Compliance & Risk Mitigation:

**Foster a culture of
inclusivity & safety**

Belief in mission, vision, values & culture



Fire starter Fred



Fred

Upskilling & Reskilling:

Building organizational aptitude

**Belief in increasing organization's
capacity for learning**



Glassblowing Gary



Gary

Leadership Development:

Building a Community of Leaders

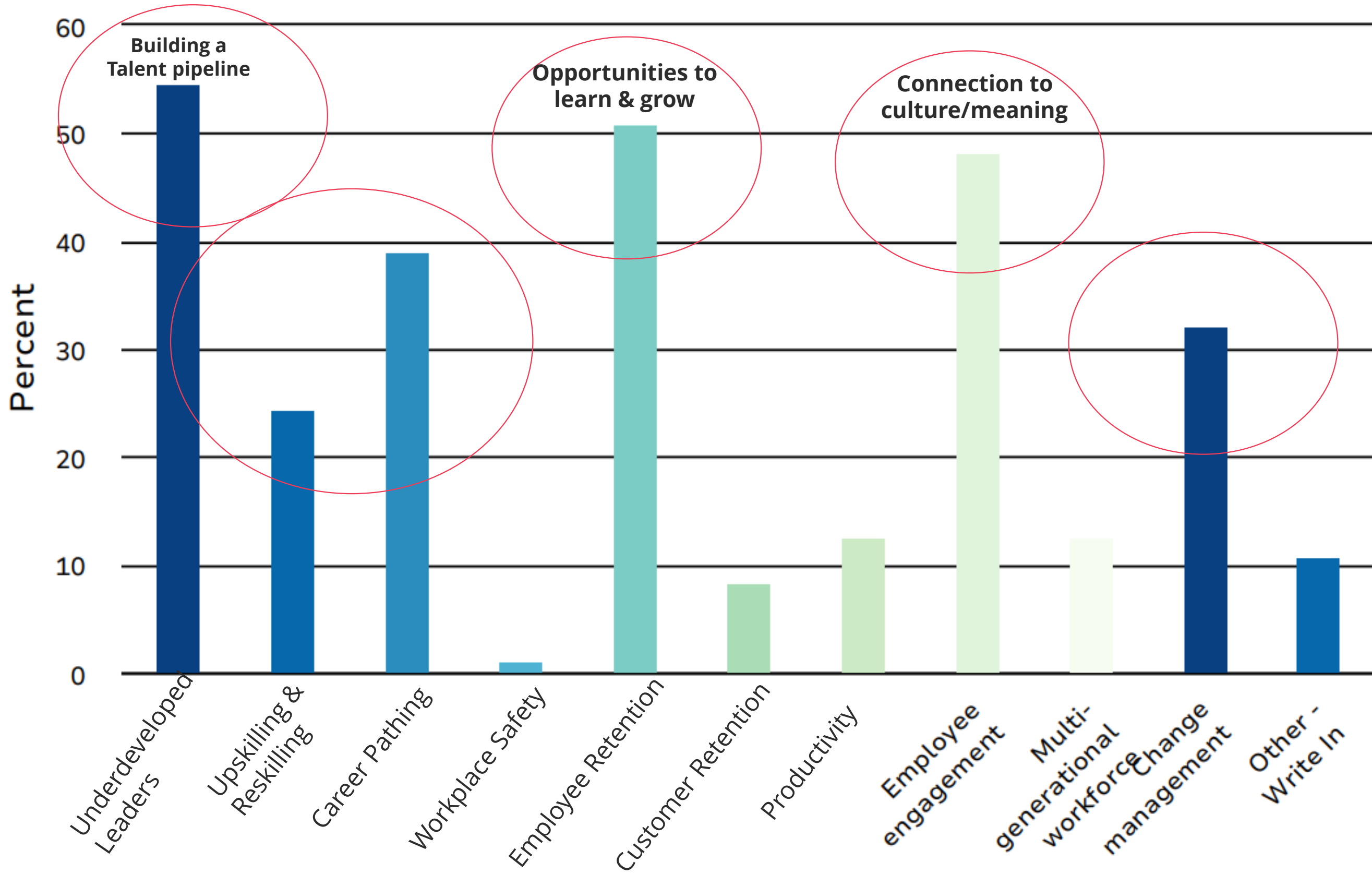
**Belief in employee retention
& development**



Core L&D Challenges



9. What are the top three business challenges your organization is facing?

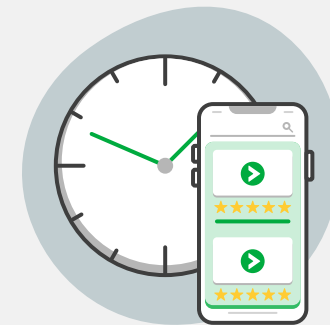


Why are these challenges so important?



**Employee
Engagement**

+



**Employee
Productivity**

=

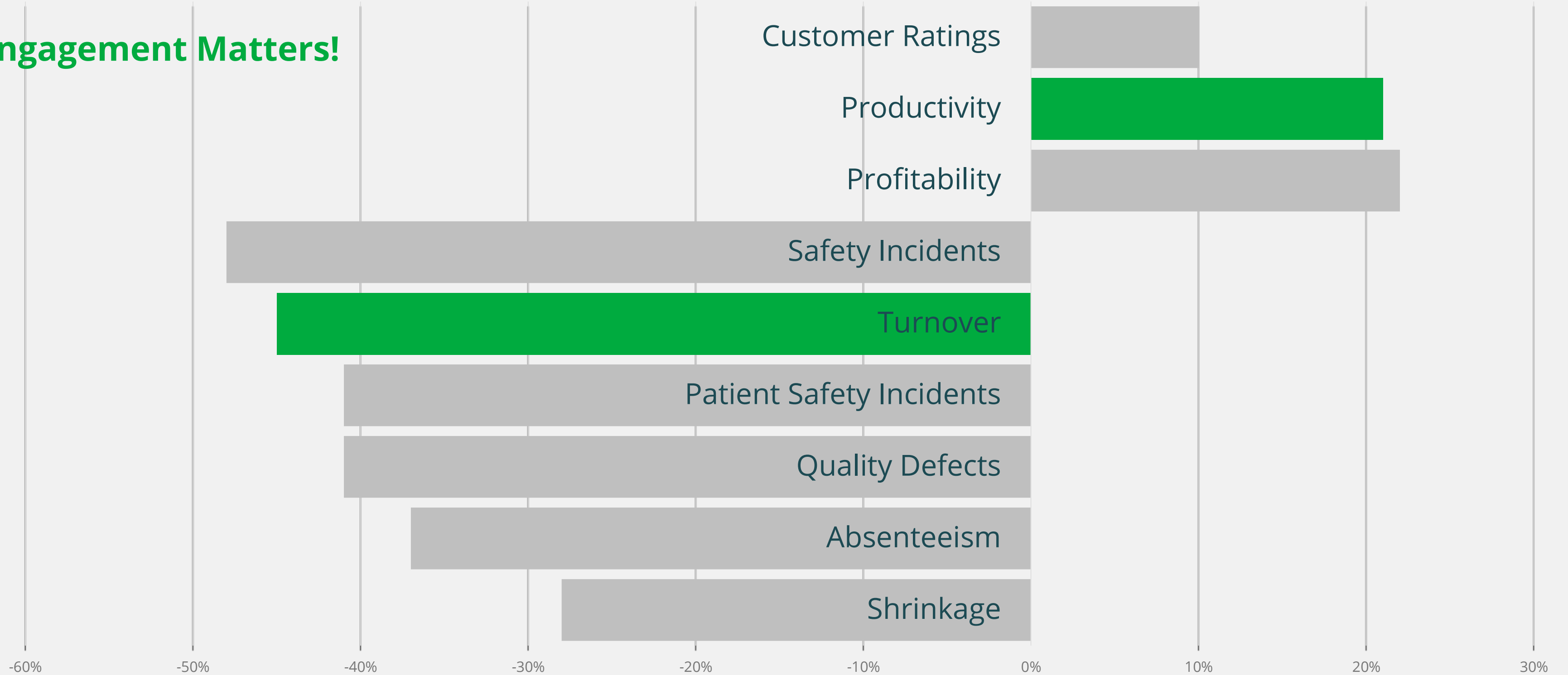


**Retention &
Development**

Bad Leaders Do Not Engage, Get Results OR Develop Their People.

The Impact of Engagement on Key Performance Indicators

Engagement Matters!



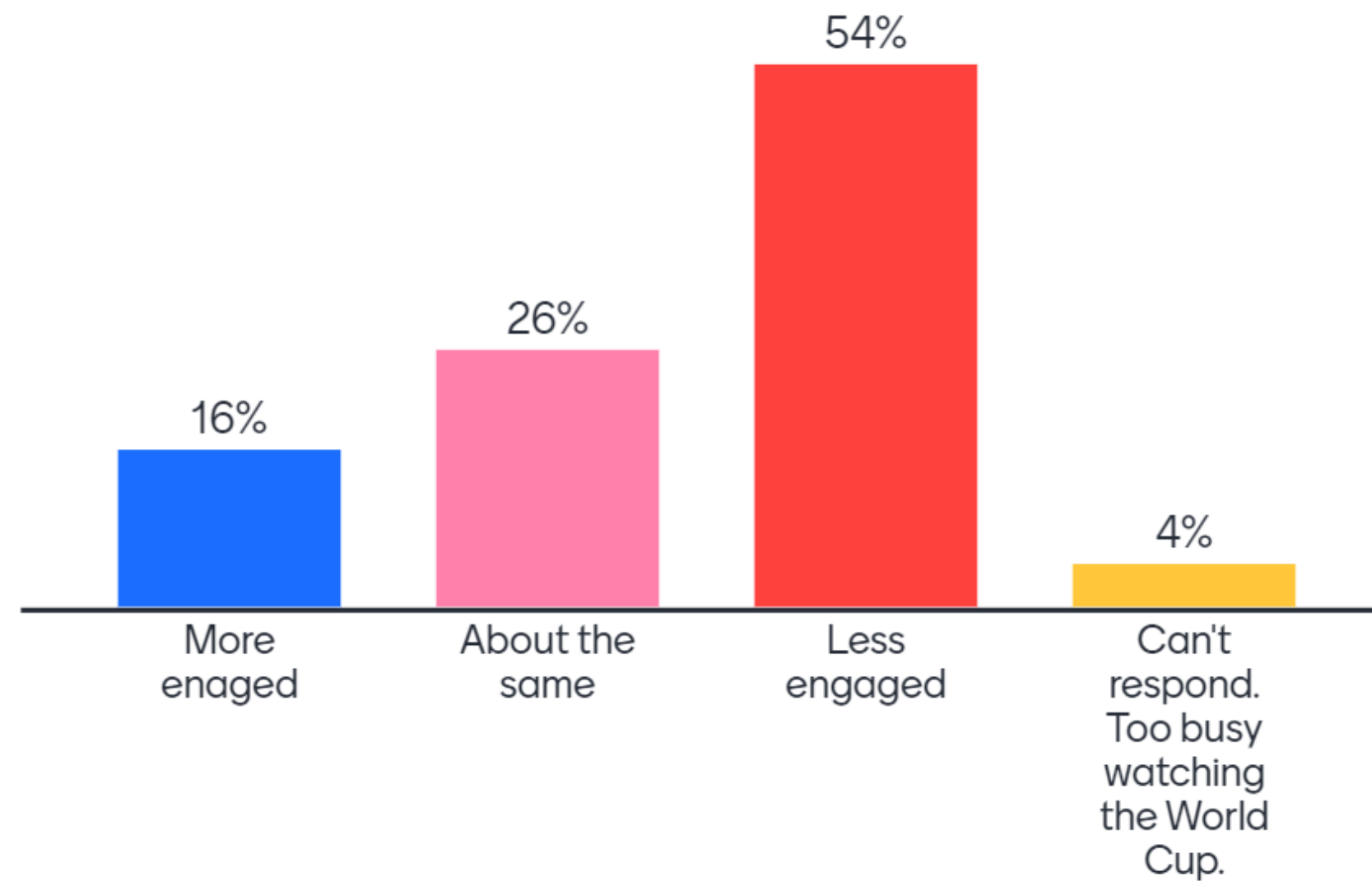
Based on Gallup's analysis of more than 250 research studies covering 200 organizations in 50 industries globally

Employee Engagement

Go to www.menti.com and use the code 6301 7208

How engaged are your employees compared to this time 3-years ago?

Mentimeter



70



**Remote &
Hybrid
Work**

**Human
Energy
Crisis**

DEI&B

**Great
Resignation**

**“Quiet”
Everything**

**Gen Z
Enters
Workforce**

Hybrid Work

74%

of U.S. companies are using or plan to use a permanent hybrid work model

Hybrid is Good for Inclusivity

Percent of employees that would leave company that didn't offer hybrid:

- 14% more Black employees than white employees
- 24% more LGBTQ+ employees than heterosexual employees
- 10% more female employees than male employees
- 14% more employees with disabilities than employees without disabilities

* 2021 McKinsey Study

Quiet Quitters

50%
Human Energy Crisis
a.k.a. Burnout

Of the U.S. workforce



What GenZ Wants from Employers

1.
Diverse,
equitable, &
inclusive
experiences

2.
Livable
Income

3.
Psychological
healthy place to
work

4.
Meaningful work
and a social
conscience

5.
Welcomed in a
way that hits
different



STOP
GUN VIOLENCE

Rally to Save
PROTESTING

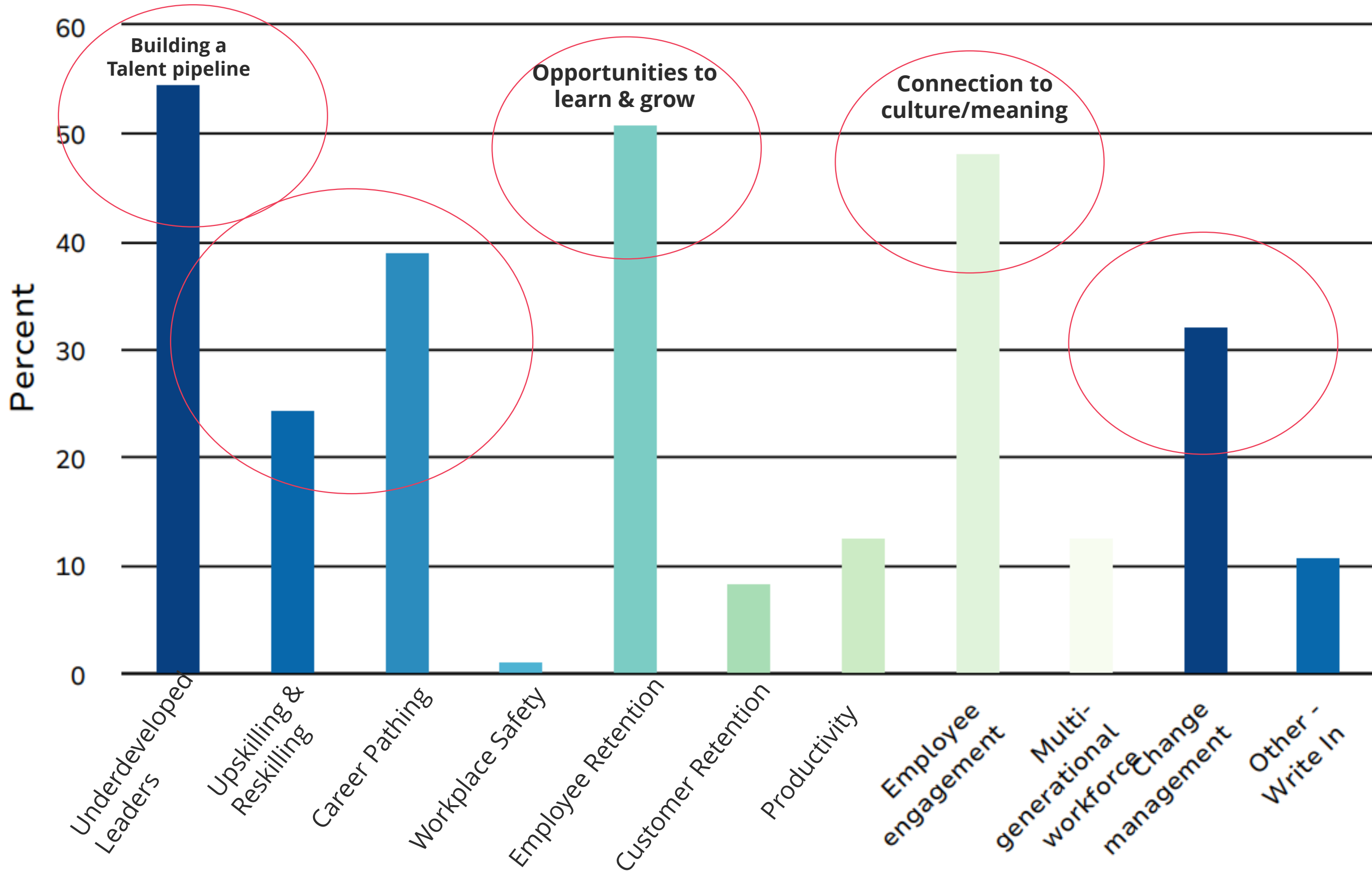
“I’ll bring from day one my experiences, and I’ll help you be a better company. But I will leave at some point, and you should not be concerned by that. I will leave it better than I found it, but I will also leave better than I arrived.”

-GenZ Mentality



Productivity & Upskilling

9. What are the top three business challenges your organization is facing?



Productivity Headlines

2021

ECONOMY

The U.S. could be on the verge of a productivity boom, a game-changer for the economy

Rapid adoption of robots and artificial intelligence during the pandemic combined with a rebound in government investment is making some economists optimistic about a return of a 1990s economy with widespread benefits

2022

BUSINESS U.S. & WORLD

Worker productivity is at its lowest in 48 years — here's why it's an issue

Businesses face low productivity and economists are trying to figure out why

BUSINESS

U.S. workers have gotten way less productive. No one is sure why.

Bosses and economists are troubled by the worst drop in U.S. worker output since 1947



**Remote &
Hybrid
Work**

**Skills Have
Changed
Drastically**

**Nanolearning
(TikTok
Nation)**

So what's happening to productivity?

**Great
Resignation**

**Career
Changes**

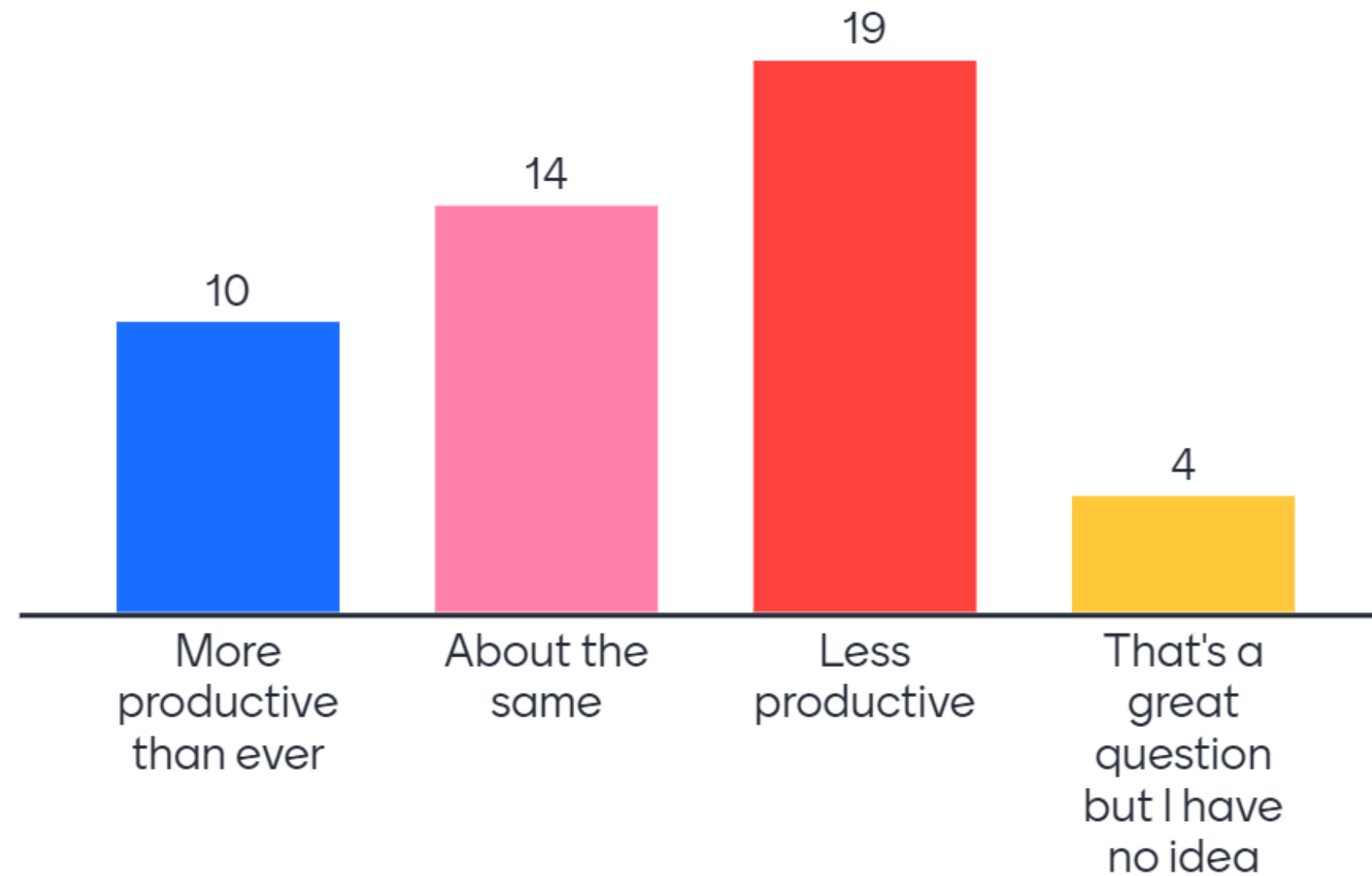
**Multi-Gen
Workforce**

Go to www.menti.com and use the code 6301 7208

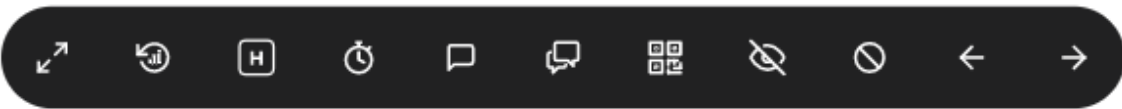
Open Mentimeter

Mentimeter

How productive do you think your managers would say their employees are compared to pre-covid times?

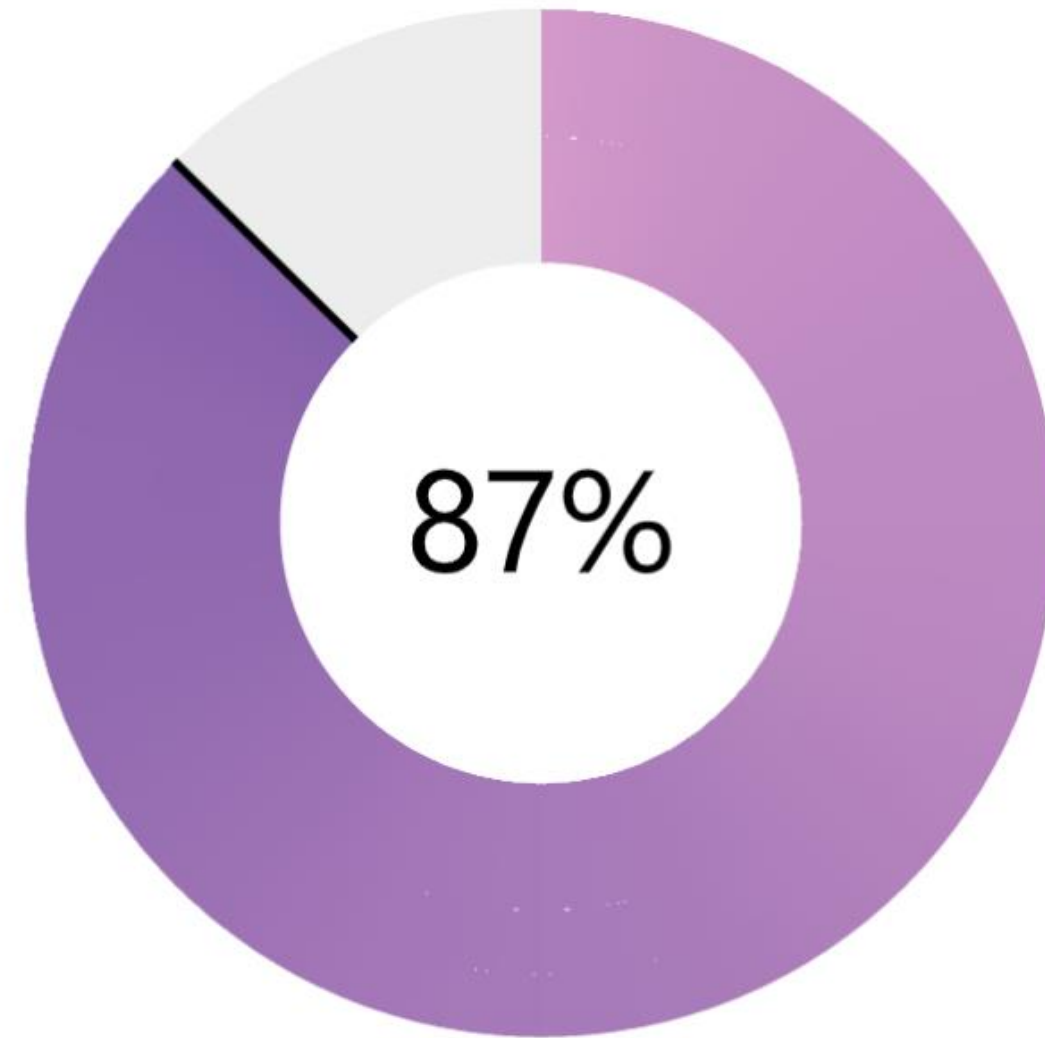


47

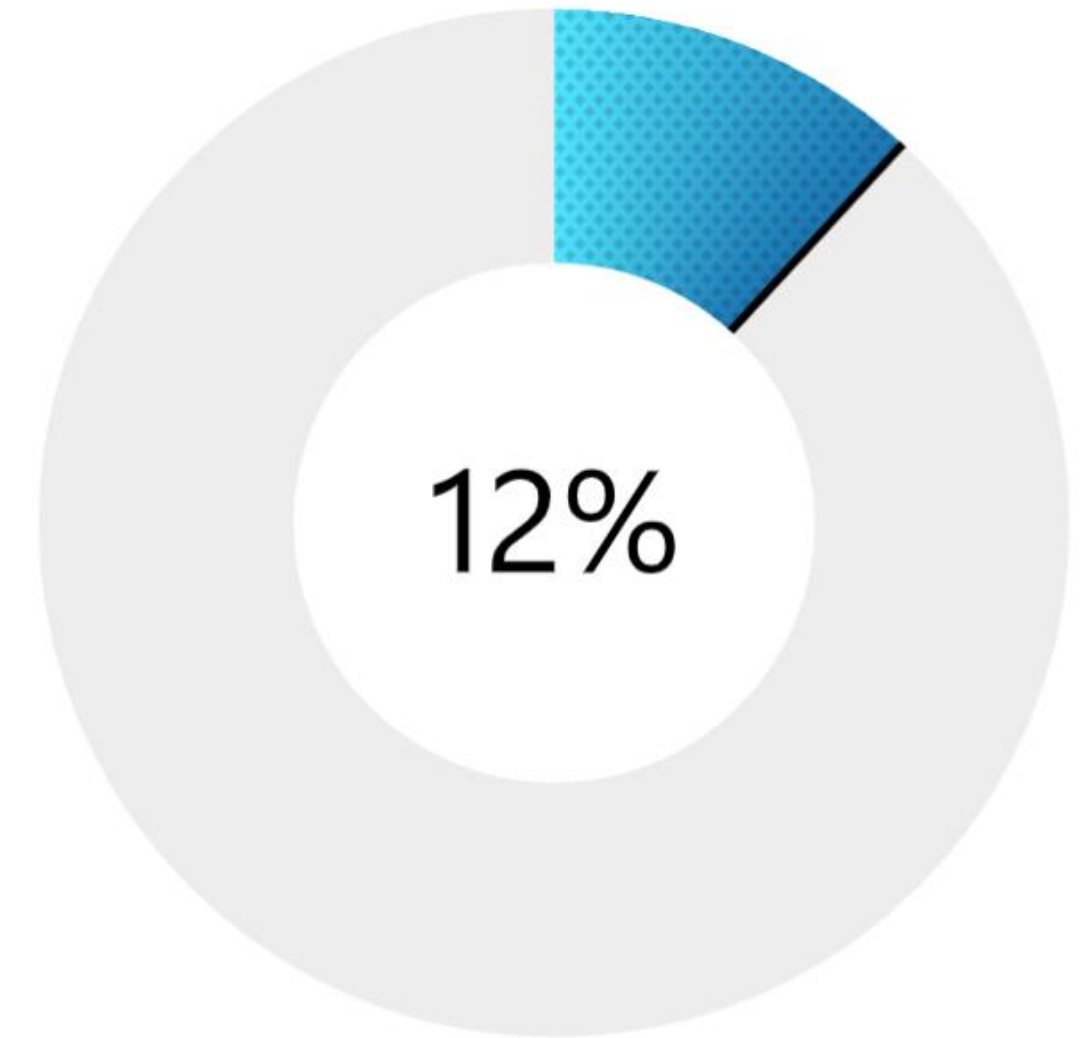


“Productivity Paranoia”

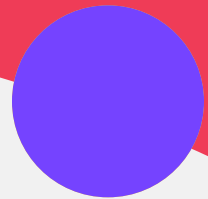
Employees
report they are productive
at work



Leaders
say they have full confidence their
team is productive



Leadership





We Have a Leadership Problem...

77%

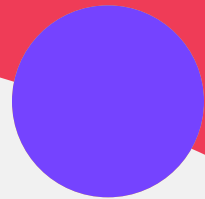
of organizations report
leadership is lacking

79%

of employees will quit after
receiving inadequate
appreciation from their managers.

55%

of CEOs say developing the
next generation of leaders is
a top challenge



WFH vs. RTO

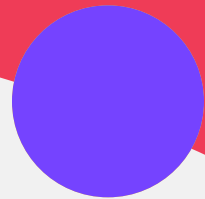
**Millennials
As First
Time
Managers**

Communication

**Blended &
Cohort
Learning
Approach**

**Quiet
Managing**

**Human
Skills**



Bosses in the past...

Managing Time

Managing Activity

Physical Presence

Micromanaging

Hard Skills/Soft Skills





Leaders today

Managing Results

Managing Outcomes

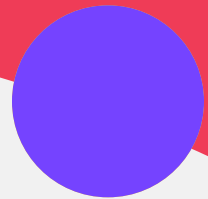
Micro-understanding

Human Skills

**2021:
The Great Resignation**

**2022:
Great Reprioritization, Great Rebound,
Boomerangs, Loud Layoffs**

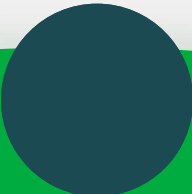
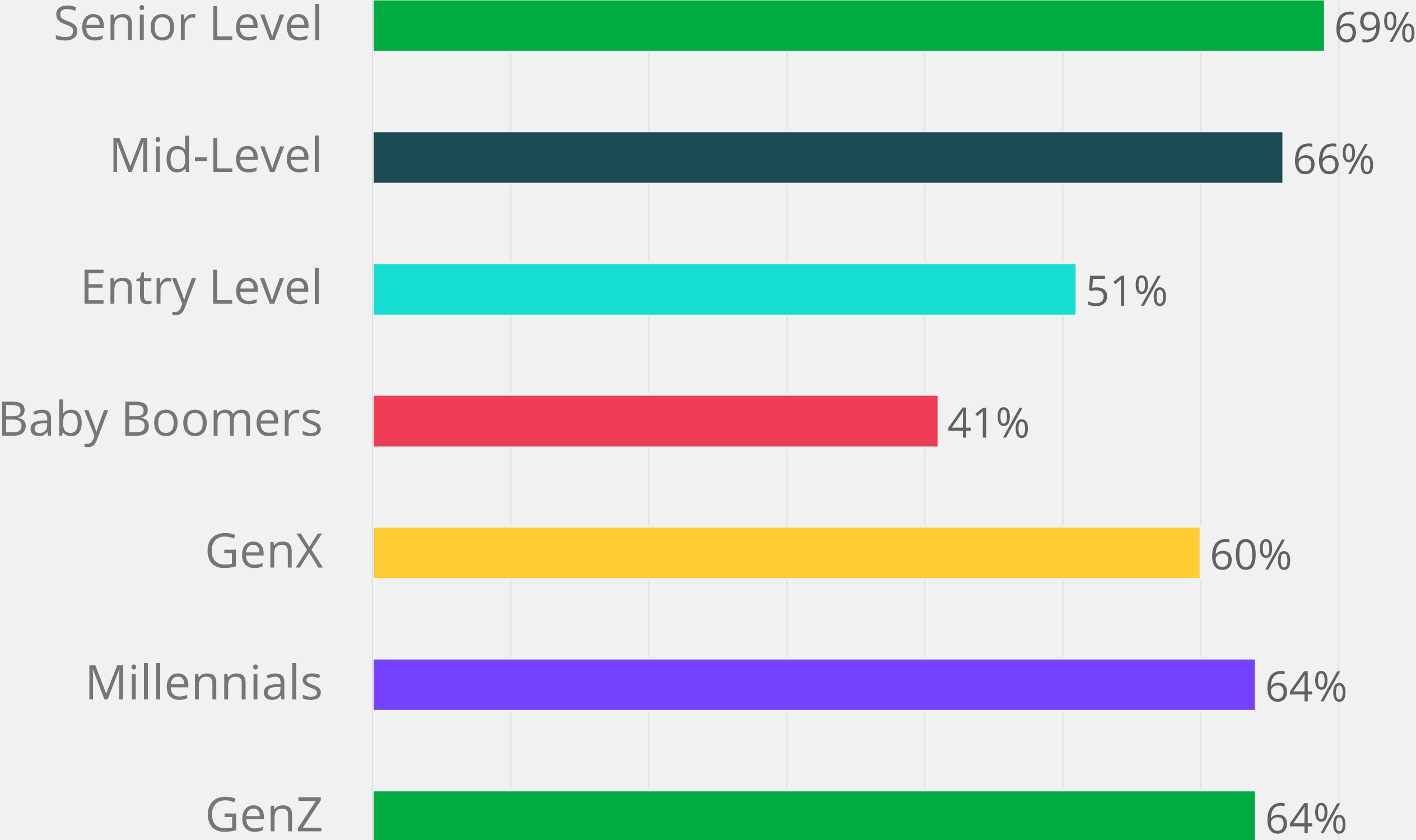
2023 is... ??????????????



**2023 will be the year of The
[Great Leaders]hip Education,
specifically focused on developing &
retaining our high potentials, new
managers & top leaders.**

If people can't learn, they'll leave

Many workers feel that they need to leave a company to develop their skills.





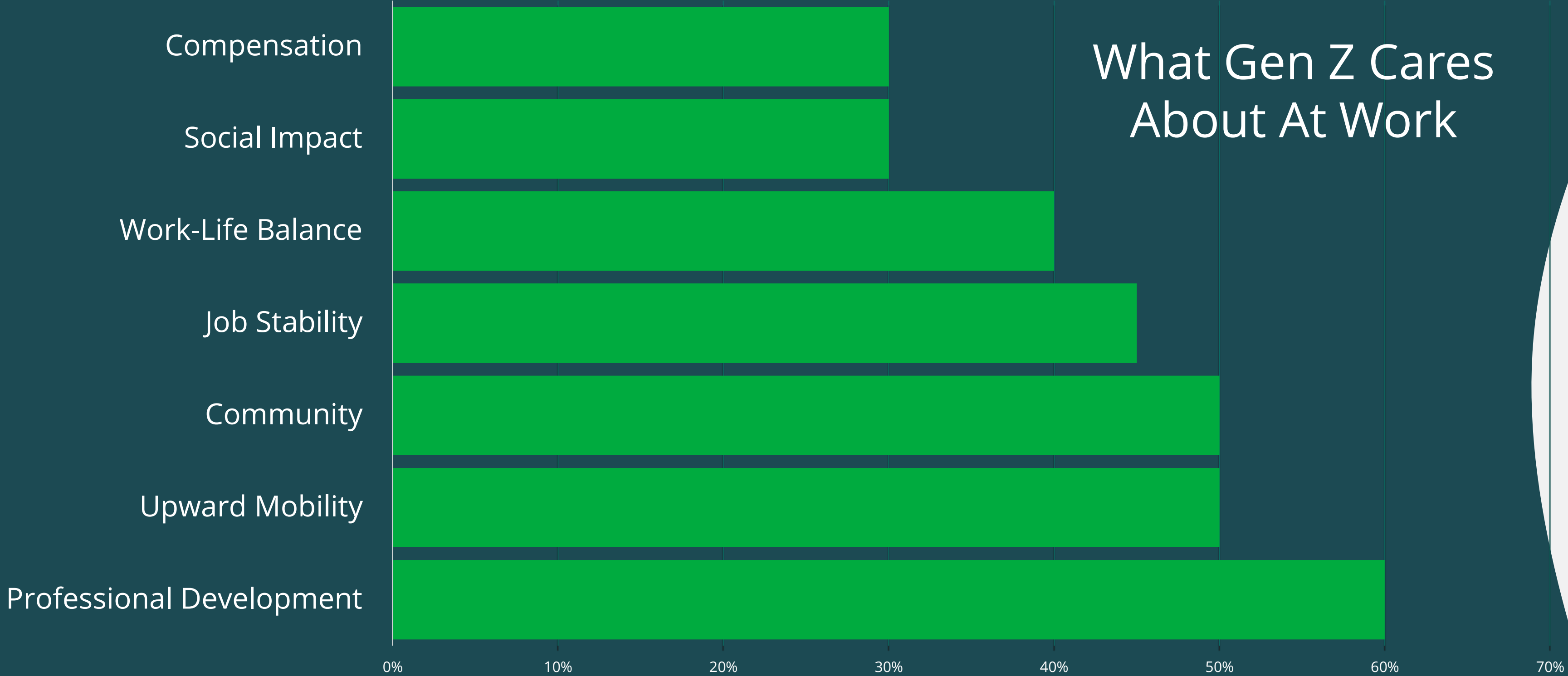
**But... there is some good news for L&D
profs...**

76% of employees say they'd stay at their company longer if they could benefit more from learning and development support.

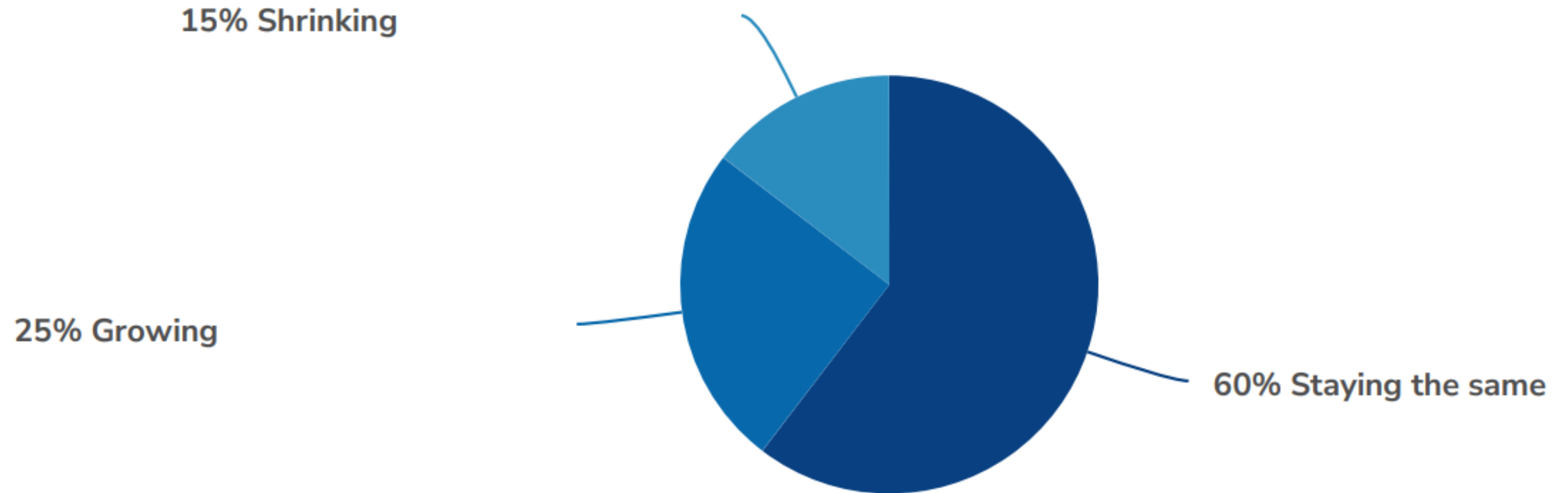
Employees now consider
opportunities
to learn and grow as
THE #1 driver of
great work culture.

a jump from 2019 when it was ranked #9.

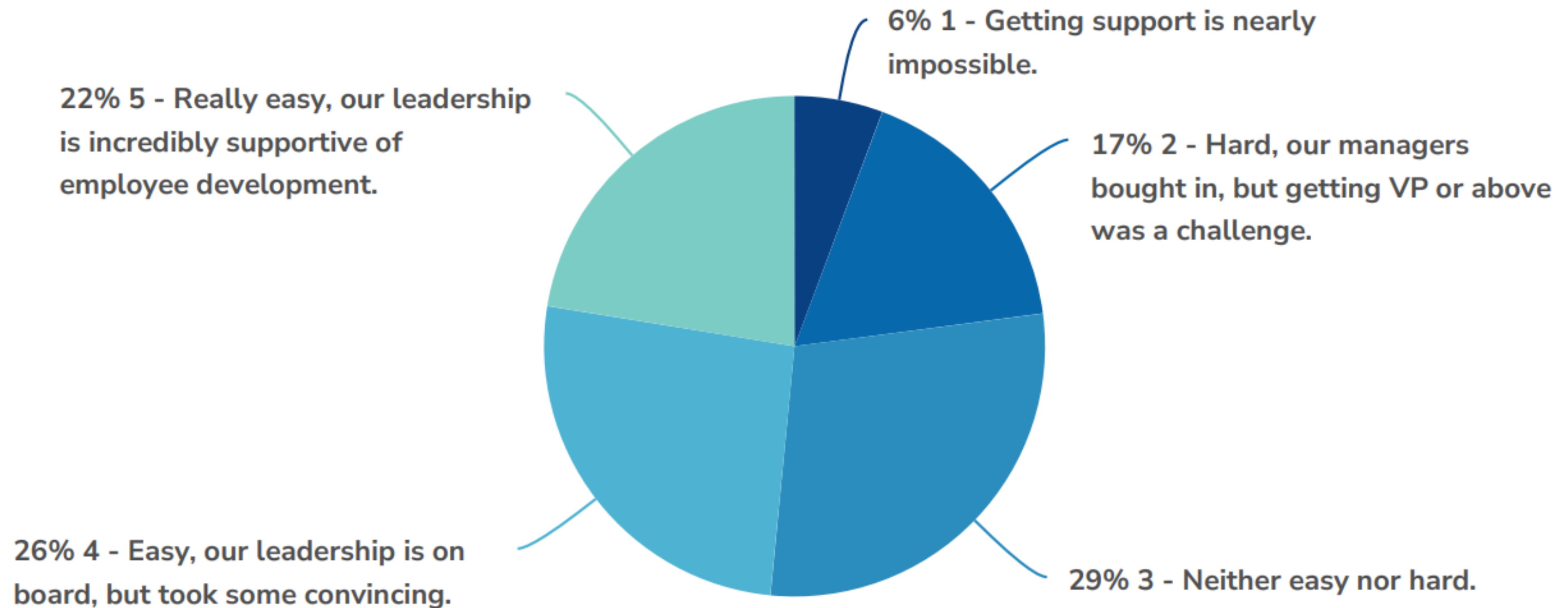
What Gen Z Cares About At Work



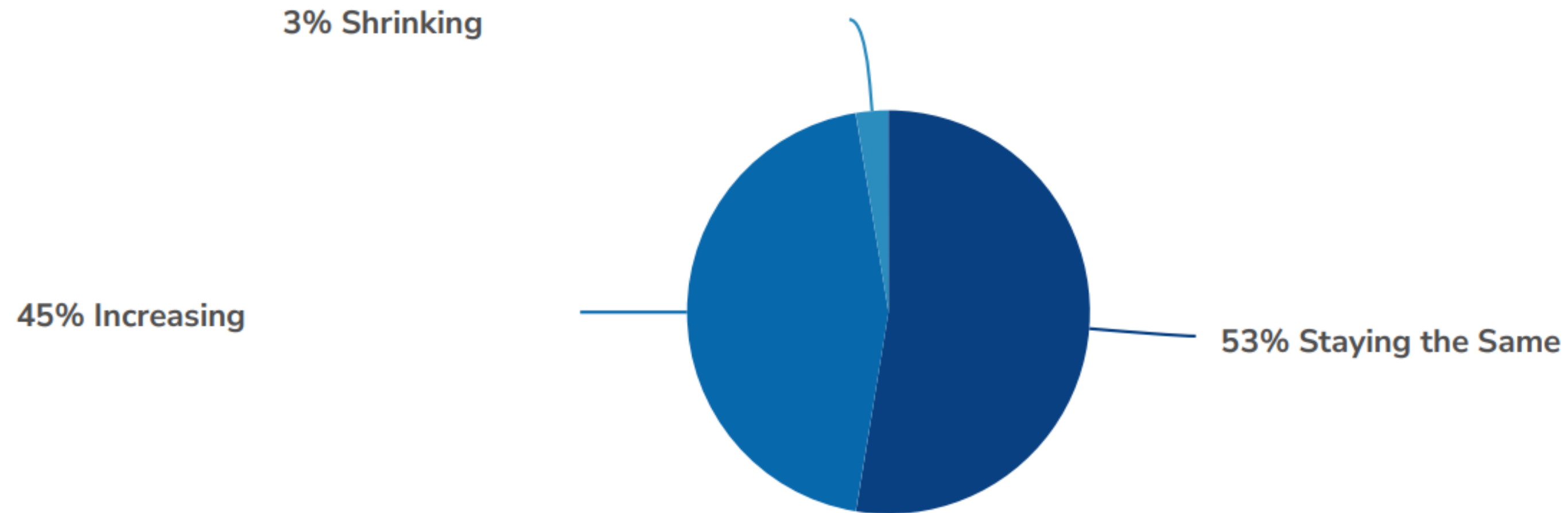
27. What do you see happening to your learning and development budget in 2023?



21. On a scale of 1-5, how easy is it to gain leadership buy-in for your training and development programs?



22. In 2023, do you see leadership's support for learning and development:



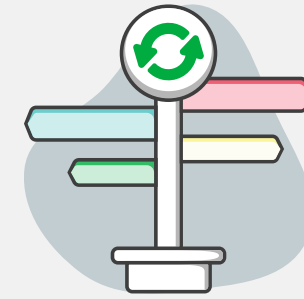
What skills do effective leaders need today?



Communication
Authenticity
Empathy



Coaching & Feedback



Managing Through Change



Leading Remotely



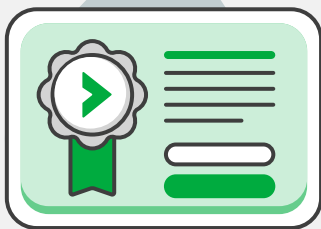
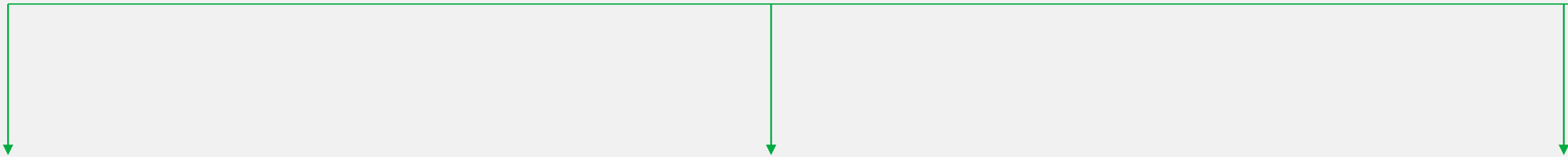
Collaboration & Teamwork





How can you help your leaders develop these skills?

BIZ LIBRARY



Compliance & Risk Mitigation

Create a safe and inclusive workplace that strengthens compliance and reduces risk to your people and business



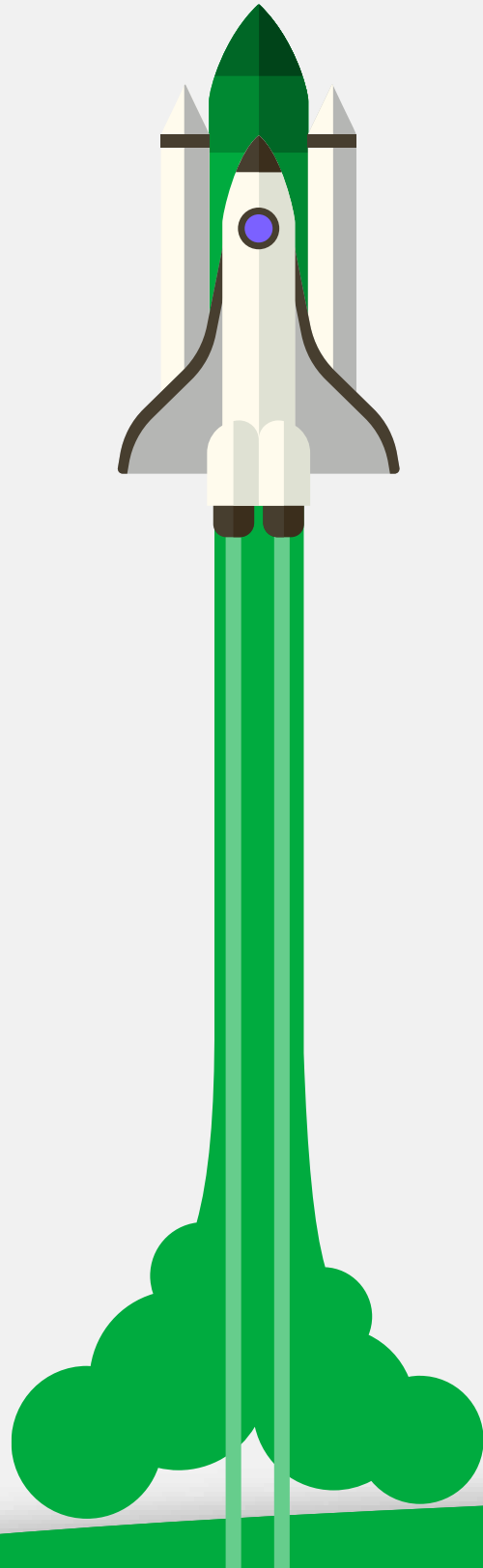
Upskilling & Reskilling

Help your employees, team, and business reach performance goals by delivering the right skills training to the right people at the right time.



Leadership Development

When a development mindset is core to your organization, people can't help but bring their best - let's get started building your learning culture together.



BIZ ACADEMY

Developing Learners into Leaders

Provide premium, expert-led learning experiences for your leaders, new managers, and high-potentials.

BizAcademy

Online Leadership Mastery Programs

- Expert Instructors
- Live Skill Discussions
- Practice Assignments
- Group Coaching
- Peer-to-Peer Learning Opportunities
- On-going Networking Opportunities

Launching Q1 2023

The screenshot displays the BizAcademy user interface. At the top, it says "BIZACADEMY" and "Hello Erin! Welcome to BizAcademy!". The main content area is divided into several sections:

- Meet your Instructor:** A card for Kelly Ryan Baily, Content Director, with a photo and a bio. A green button labeled "About the Program" is at the bottom.
- Announcement:** A green banner with a left and right arrow, stating: "Thursday 10/20 we will be announcing the winner of the gift basket. Please be sure join our Virtual Classroom at 2pm!".
- Discussion Board:** A purple card with an envelope icon and a red exclamation mark, labeled "Discussion Board" with "2 replies".
- Academy Agenda:** A vertical list of items on the right side:
 - Virtual Classroom:** 24 Oct 2022 - 10:00 AM
 - Agenda Item:** 25 Oct 2022
 - Agenda Item #2:** 26 Oct 2022
 - Agenda Item #3:** 27 Oct 2022
- Pick up where you left off...:** A section with two items:
 - Business Math Tool Kit: Back to the Basics:** Includes a bio and a yellow progress indicator.
 - Business Math Tool Kit: Back to the Basics II:** Includes a bio and a white progress indicator.
- Additional Resources:** A list of resources on the bottom right:
 - Bud to Boss Framework
 - Practice Exercises 1
 - Practice Exercises 2
 - Week 1 : Notes

16-Week Certificate Program

New Manager Fundamentals

Targeted for hi-potentials and individuals new to the management position.

- Transitioning to your Role
- Managing Change
- Coaching & Feedback
- Collaboration & Teamwork

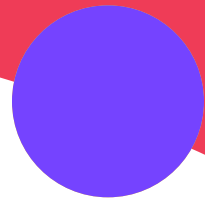
Leadership Essentials

Targeted for all types of leaders looking to take their skills and teams to a new level.

- Mindsets of Leadership
- Leadership Communication
- Leading Change Effectively
- Giving Effective Feedback

4-Week Focus Programs

- Remote Leadership
- Hybrid Leadership
- Women in Leadership
- Executive Leadership





BOOST CONFERENCE

The Future of Leadership Development

March 22-23

Registration Opens in Early January