

INDISPENSABLE SKILLS

The 21st CENTURY TRAINER

ATD CORE 4 ANAHEIM - jonathan halls - KEYNOTE SUMMARY

What skills do tomorrow's learning and talent professionals need?

No-one can be totally sure how the trainer's or talent specialist's role will look tomorrow. The world is still evolving. And fast. But based on what we currently see, here are some key skill sets and knowledge buckets I believe will be critical for trainers and talent specialists to have, if they're to play a transformational role in tomorrow's workplace.



Supporting an Agile Workforce

Tomorrow's talent professionals will draw on skill sets like the ones above, to support and enable an agile workforce. These are the skills that will equip them to meet talent challenges and pursue opportunities across the learning ecosystem.

While some specialization will exist, especially in larger organizations, high performers will draw on all skill sets and have basic competence in each one. Being good in these areas will lead to a dynamite resume.

Knowledge Buckets

A deep knowledge of the current research and thinking, along with an awareness of trending developments in the following three knowledge buckets will give tomorrow's talent professional deep insight into their role. It will allow greater precision to support organizational goals and develop their own skills.

Learning and talent development happens everywhere and anytime it's needed to solve a problem, support a business need or inspire innovation. Tomorrow's talent specialists will be freed from the classroom and work across the whole learning ecosystem. They will help lead, nurture and inspire the future of talent.

3 KNOWLEDGE BUCKETS

ORGANIZATIONAL DYNAMICS



Organizational Anatomy: including internal systems (like politics, operations, supply chain, finance,) and external forces (like regulations, reporting, competition.)

LEARNING SCIENCE



Credible theories & practices for boosting performance & creating development opportunities. Such as cognitive neuroscience which is supported by strong evidence.

PROFESSIONAL PRACTICE



Advanced EQ skills, political acumen, digital acumen and most important, meta cognition.

Jonathan Halls is author of, *Confessions of a Corporate Trainer: An Insider Tells All*. He speaks, coaches and runs workshops and seminars for trainers and learning professionals around the globe, helping them prepare for the future of talent development and learning. His workshops focus on facilitating deeper classroom learning that draws on learning science, and creating digital learning content using professional broadcast techniques. The former BBC learning executive has authored 3 other books on learning, contributed to many more, and written for *T&D Magazine*, *Learning Solutions Magazine*, *Training Industry*, and others.

www.JonathanHalls.com

