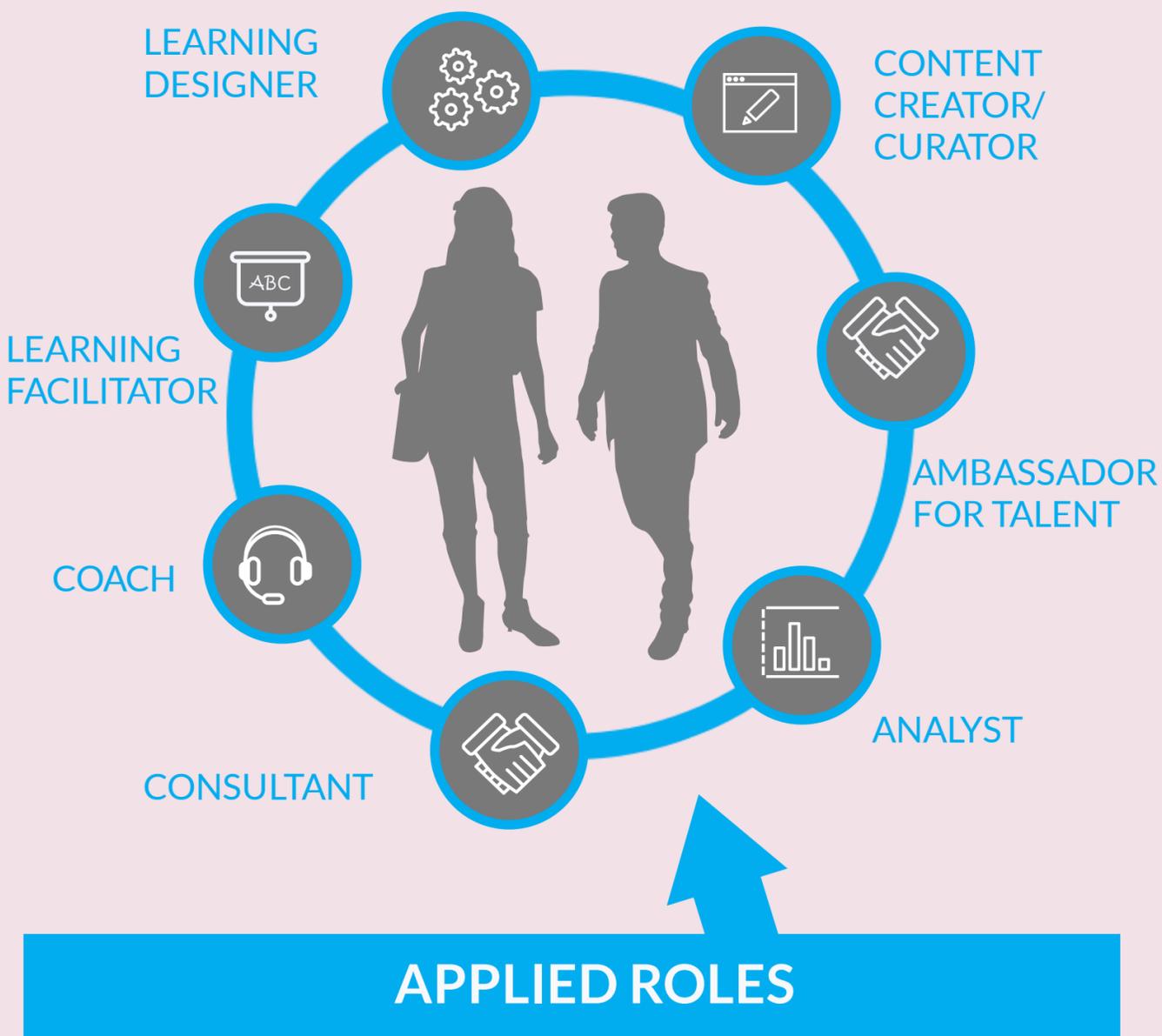


SKILLS FOR TOMORROW'S TALENT PROFESSIONALS

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

No-one is totally sure how the trainer's or talent specialist's role will look tomorrow. The world is still evolving. And fast. At Trainer Mojo, we help trainers/talent professionals transform organizations. Here are the core fields of knowledge and skillsets we believe are critical for trainers and talent specialists to play a transformational role in tomorrow's workplace.



Tomorrow's talent professionals will perform the roles above, moving seamlessly between them. Sometimes they'll move between three different roles in a day. At a basic level they need skills to perform most or all of these roles at a general level.

The flexibility to move seamlessly between roles will be critical for enabling managers and talent to solve problems and inspire performance and innovation. Much less demarcation will exist between these roles, except in larger companies where opportunities will exist for greater specialization.

To perform these roles with precision, talent professionals will need a deep knowledge of the current research and thinking and an awareness of trending developments in the three fields of foundational knowledge below. (In an ideal world, talent specialists will draw from many fields, but these three are critical.)

Learning and talent development happens everywhere and anytime it's needed to solve a problem, support a business need or inspire innovation. Talent specialists will not be classroom-based but work across the whole learning ecosystem. They will lead, nurture and inspire both formal and informal training needs.

FOUNDATIONAL KNOWLEDGE

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.

This is a visual summary of Jonathan Halls' presentation at the HRDF 2018 Conference in Kuala Lumpur.

We help trainers go beyond PowerPoint slides and use evidence based learning practices to transform people and organizations. We coach, consult and run workshops on creating digital learning content and facilitating classroom learning in the workplace. Sign up for more free resources to help transform talent at: www.TrainerMojo.com/mojo-circle

