

The role of L&D as Change Makers

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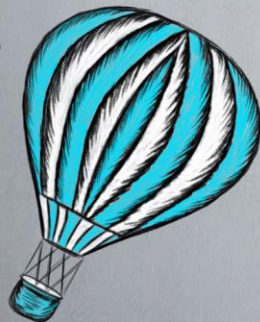
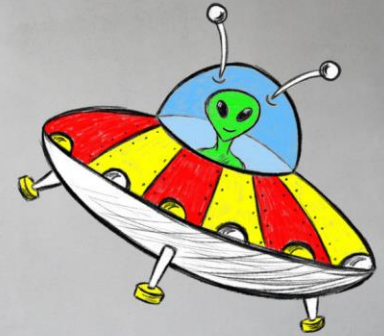
Plan for today...

- What are the changes we will need to address?
- How do our brains respond to uncertainty and change?
- What does this mean for how we think about change?
- What next...?



What will the future workplace be like?

- What will the future workplace be like?
- What kinds of people will we need?
- What development needs does this create?



What future workplaces want and need

THE PAST	→	OUR FUTURE
My paycheck		My purpose
My satisfaction		My development
My boss		My coach
My annual review		My ongoing conversations
My weaknesses		My strengths
My job		My life





What do employees seek in a career?

Employee's top needs from employers

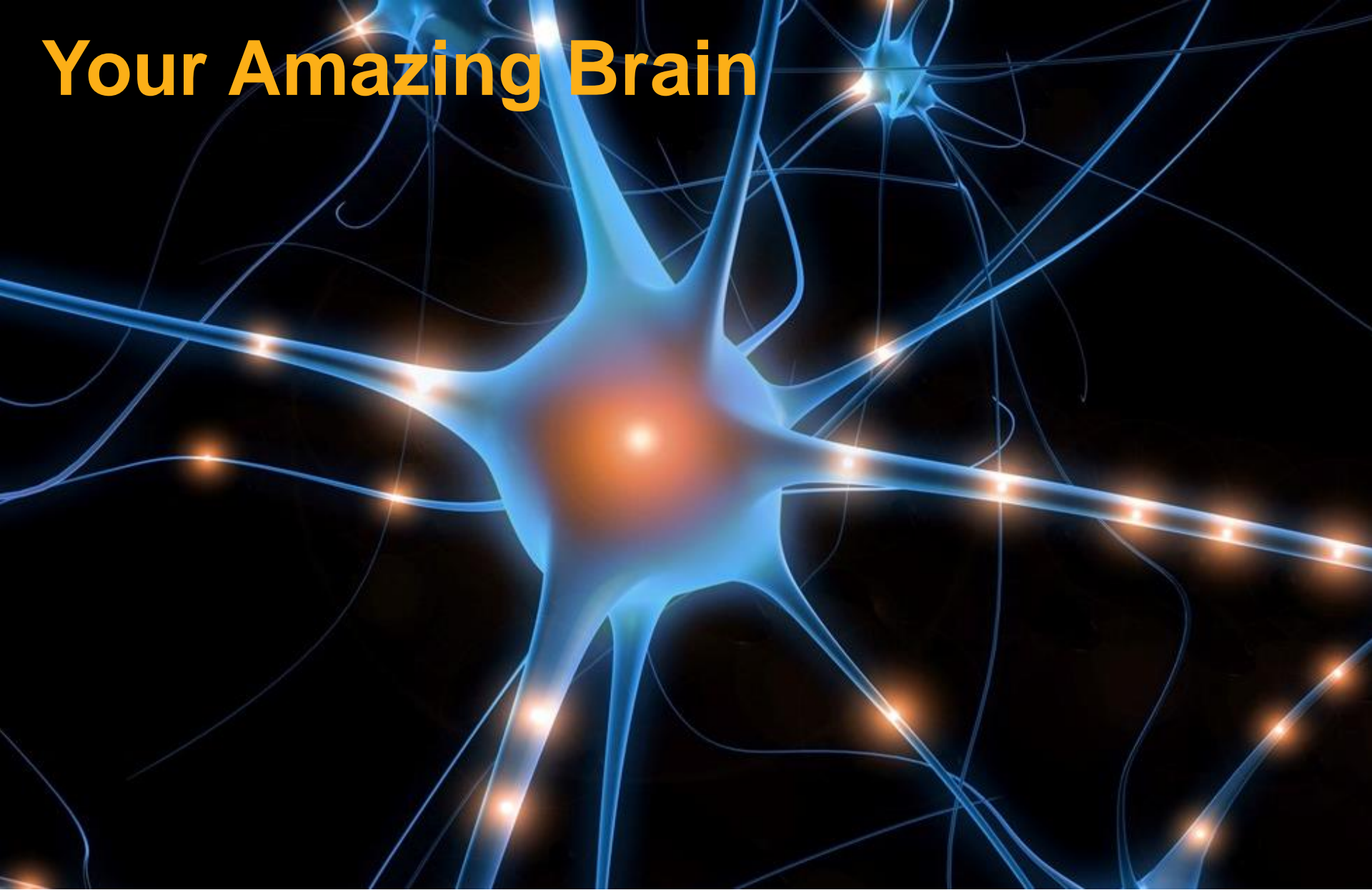
- Opportunities to learn and grow
- A good manager
- High-quality management
- Interest in type of work
- Opportunities for advancement

Employee's top needs from managers

- Job clarity and priorities
- Ongoing feedback and communication
- Opportunities to learn and grow
- Accountability



Your Amazing Brain





SCCARE model

Significance/ Status

our social need for esteem and respect - our sense of relative importance / value

Certainty

our sense of being able to accurately predict what will happen next

Competence

our need to be effective in dealing with our environment

Autonomy

our sense of control over events and the opportunity to make choices

Relatedness

our sense of safety and connectedness with others

Equity

our perception of a just deal or fair exchange





Over to you....!

- If you think about the SCCARE model – how does this alter or reframe the way you deliver change in your organisation?
- What are some of the challenges you've come across in the past and how could you have handled them differently?



What can L&D to do make change?

- 1. Maintain a culture of high development:** makes people less likely to view change as threatening
- 2. Develop Great Managers:** managers who coach and provide constant feedback (not just technical coaching)
- 3. Employee Voice:** support employees to understand their own responses and ensure they feel part of changes



What next?

- What's in your brain right now?
- Questions...
- What can we do to help?





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