

Characteristics of Adaptive Learning Organizations



SENSE



TREND ANALYSIS



LEARNING IMPACT



DISCOVERING LEARNING NEEDS



DIGITAL STRATEGY



PERSONALIZATION



DECIDE



LEADERSHIP CULTURE



**ROLES & CAPABILITIES/
TALENT MOBILITY**



FUTURE OF WORK



FLEXIBLE CAPACITY



CAPABILITY ACADEMIES



EVOLVE



EMERGING L&D TECHNOLOGY



DESIGN THINKING



LEARNING IN THE FLOW OF WORK



AGILE PRACTICES



LEARNING JOURNEYS