












# Characteristics of Adaptive Learning Organizations

 <p><b>SENSE</b></p>	 <p>TREND ANALYSIS</p>	 <p>LEARNING IMPACT</p>	 <p>DISCOVERING LEARNING NEEDS</p>	 <p>DIGITAL STRATEGY</p>	 <p>PERSONALIZATION</p>
 <p><b>DECIDE</b></p>	 <p>LEADERSHIP CULTURE</p>	 <p>ROLES &amp; CAPABILITIES/ TALENT MOBILITY</p>	 <p>FUTURE OF WORK</p>	 <p>FLEXIBLE CAPACITY</p>	 <p>CAPABILITY ACADEMIES</p>
 <p><b>EVOLVE</b></p>	 <p>EMERGING L&amp;D TECHNOLOGY</p>	 <p>DESIGN THINKING</p>	 <p>LEARNING IN THE FLOW OF WORK</p>	 <p>AGILE PRACTICES</p>	 <p>LEARNING JOURNEYS</p>