

Personnel of The New Reality

May 25th, 2021

Prof. Dr. Nick van Dam

IE Board Member, Chief Learning Officer and Academic Director



Dr. Nick van Dam, PhD



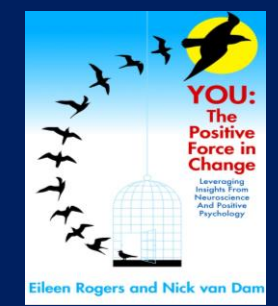
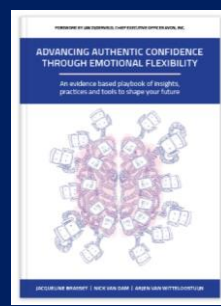
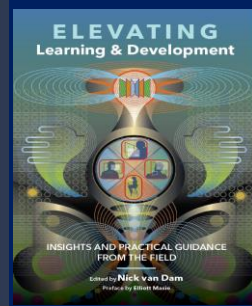
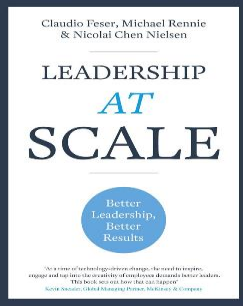
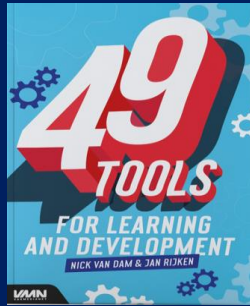
Academic Director and Faculty of Leadership Programs
Director, IE Center for Corporate Learning Innovation



Faculty of Leadership Programs and Chair Dissertation
Committee.



(Co-)Author
of 27 books



Former Partner, HR Executive and Human Capital Leader
External Senior Advisor and Faculty



Characteristics of the Future Reading Company



- Who we are
- How we operate
- How we grow



The Top 10 Competencies by 2025



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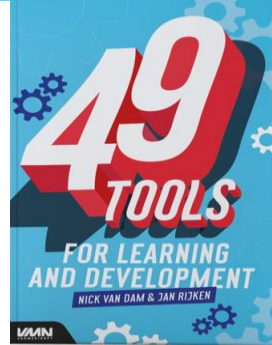

**Nature
Environment**




**Work
Environment**


Social Environment

The Learning Organization in the Digital Age



Mindsets for LifeLong Learners



How to build people capabilities at the speed of business

10% Formal Learning



Physical Classroom



Virtual Classroom & Webinars



Live Virtual Classroom



Digital Course



SPOC & MOOC

Planned Learning

90% Informal Learning

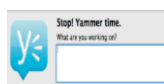
Social Learning



Social Networking & Expert directories



Gaming & simulations



Micro-sharing & Tweet Chats



Online communities



Interactive videoeMentoring



Co-Create with Wiki's



Publish an Video Blogs
Feedback on Blogs



Innovation and crowdsourcing



On-Demand Learning



Audio and eBooks



Performance Support



Learning apps



Learning Videos



MOOCs & Digital Courses



Virtual Reality

Career Learning



Career Moves & Assignments



Shadowing Others



Special Projects



Real-Time Feedback



Coaching & Mentoring



Buddy System

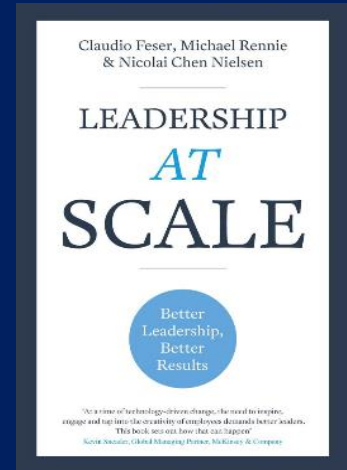
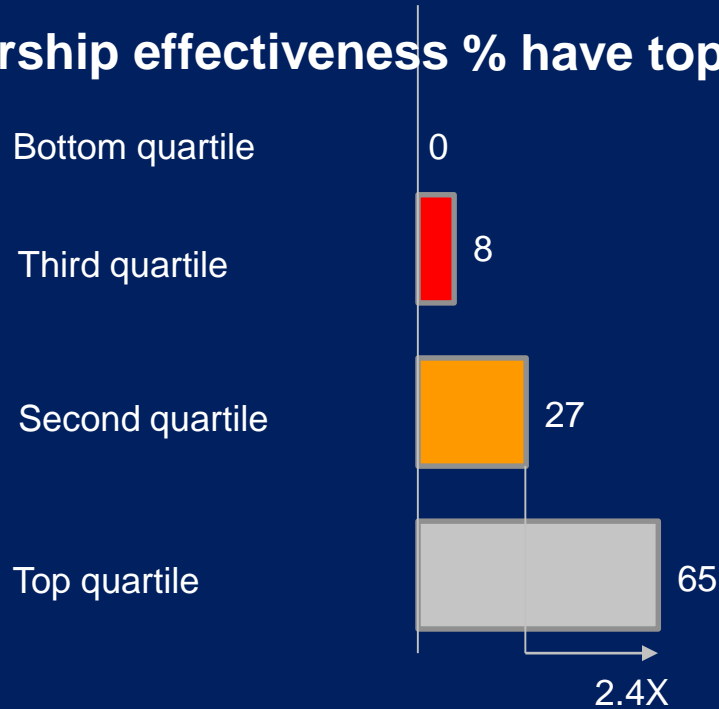


Learning Exchange

Spontaneous Learning On-The-Job

Leadership Development: The Business Impact

Leadership effectiveness % have top quartile overall performance



Co-author: Nick van Dam

When learning delivers, the payoff is big



17-33%

accelerating time to
productivity and reduced
training costs



14-25%

increased productivity
from tailored learning
needs



25-35%

attrition reduction and
improved engagement