

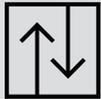
HR Transformation

# Get ready for digital upskilling with NextGen

[www.pwc.de](http://www.pwc.de)



# Disruption is driving organisations to rethink their learning and upskilling strategies



Disruptive changes rapidly shorten the half-life of skills



A new generation of learners has emerged



Digital technology is part of our everyday lives



The 'new normal' is reshaping how we think about workplace interaction

CEOs rate availability of key skills as a **top 3** threat for growth<sup>1</sup>

Nearly **50%** believe that upskilling is the single best way to close skills gaps<sup>1</sup>

However, only **18%** feel they have made significant progress<sup>2</sup>

## So which questions do organisations need to ask themselves to stay ahead of the game?

How do I know where my organisation currently stands in learning maturity?

Can I achieve a better learning experience while streamlining delivery?

How can I make sure that my learning organisation focuses on topics that matter?

What learning ecosystem do I need to build to ensure the best learning experience?



<sup>1</sup> Cf. PwC, 22nd Annual Global CEO Survey, 2019

<sup>2</sup> Cf. PwC, 23rd Annual Global CEO Survey, 2020

# A NextGen learning organisation provides both agility and solid foundations ...

## From ....

- Fragmented
- Compliance-focused
- Classroom-based
- Admin-centric

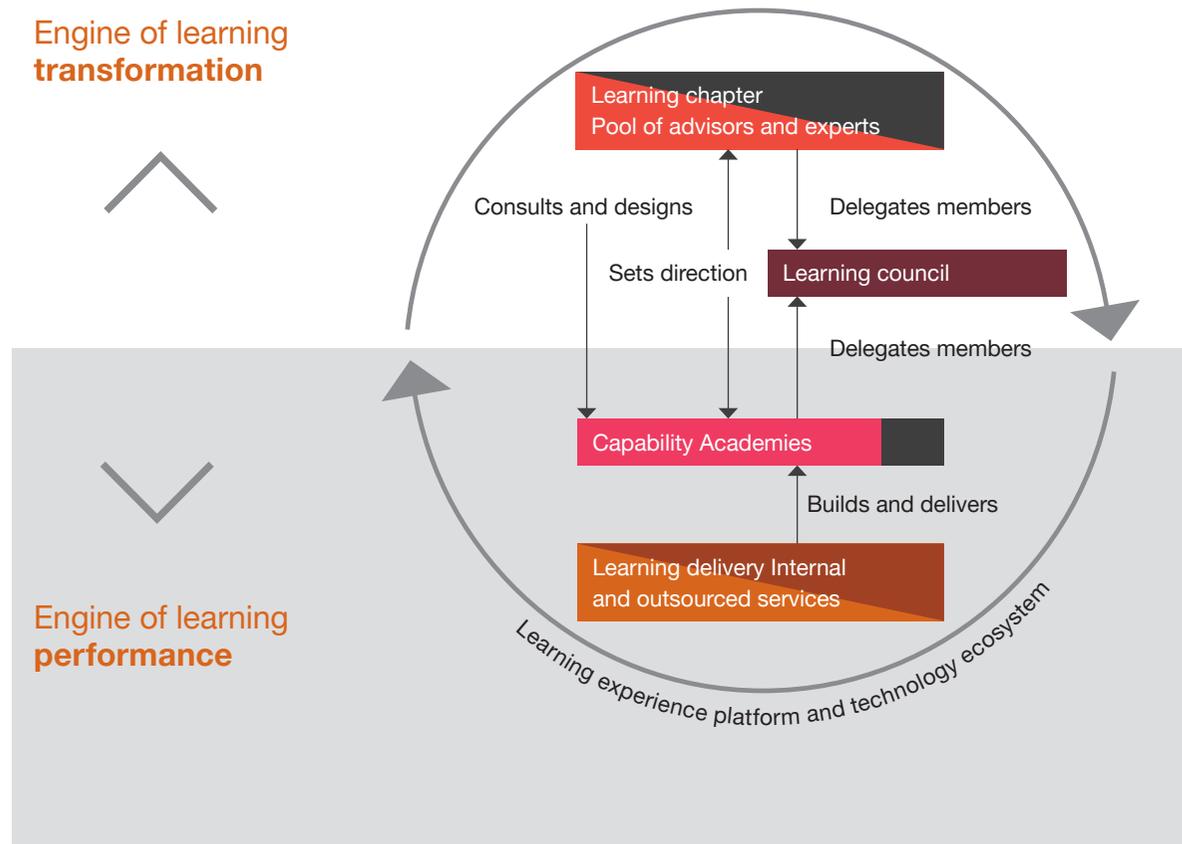
Learning as a support function

## To ...

- Integrated
- Growth-focused
- Learning anywhere
- Learner-centric

Learning as a competitive advantage

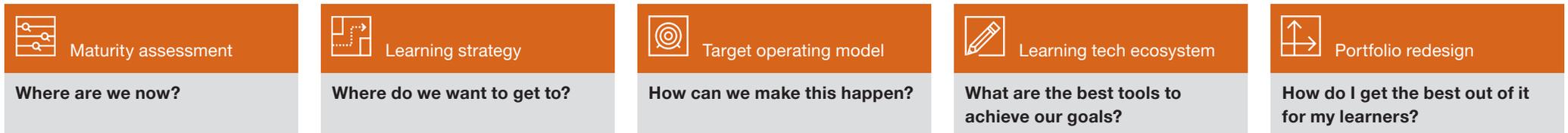
## Engine of learning transformation



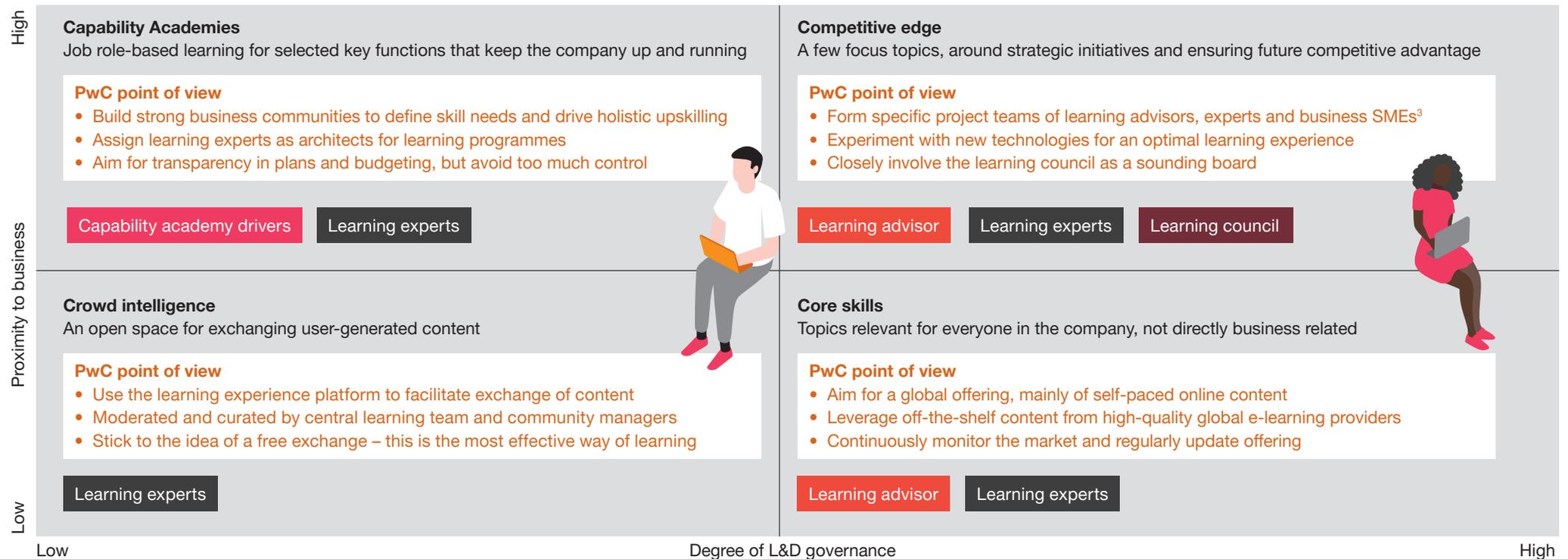
## Meet your new learning community

Learning council	<b>Agile and dynamic governance</b> A council combining business and L&D professional perspectives, empowered to set strategic direction. It also embodies the federation of a diverse learning community.
Learning advisor	<b>Game changer</b> Learning advisors always have their finger on the pulse of the learning market, channelling trends and best practice and influencing strategic decisions.
Learning experts	<b>The learning architect</b> Experienced in effective design, learning experts are the architects of learning programmes and advise the business on the best ways to address gaps in skills.
Capability academy drivers	<b>Skills-sensing network</b> Academies take ownership of the holistic upskilling concept related to business capabilities, identify future-proof skill needs, address gaps and measure the effectiveness of upskilling.
Learning operations	<b>Operational champion</b> With specialised competencies in specific areas related to delivering learning, the operations team provides efficiency and stability in learning activities.
Managed service provider	<b>Reliable provider</b> One or more global partners managing the development and delivery of learning content, using both their own capabilities and a network of subcontractors.

# Start your journey towards NextGen learning



## The NextGen Learning model allows you to sharpen focus along all the segments of workplace learning



<sup>3</sup> Subject Matter Expert

# “ Make learning a competitive advantage!

**Workplace learning has been considered a box-ticking exercise for too long.**  
It's time to make learning a driver of business success.



# PwC is one of the world's leading HR and change management consultancies

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We've provided advice on people and organisation issues to 76% of the Fortune Global 500 in the last two years.

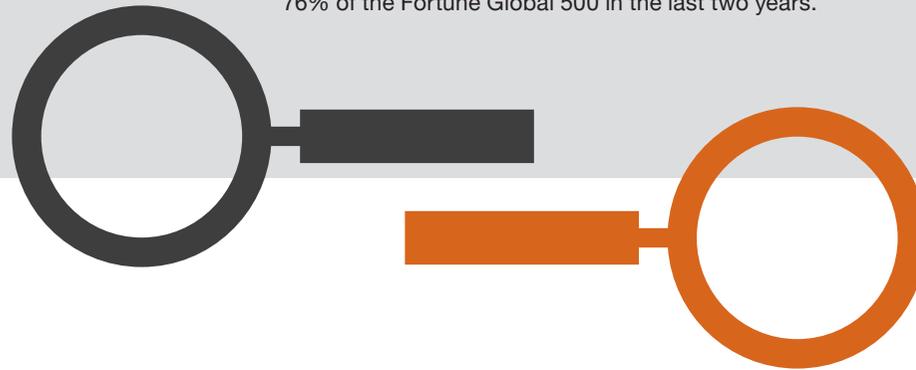
208,000 PwC people worldwide that we call upon to help create the value you're looking for.

Number one globally for HR consulting: the HR Monitor survey of HR directors across the world rates PwC as having the best reputation in HR consulting.

17,500 clients have trusted us to help solve their biggest people and organisation problems over the last two years.

PwC was ranked 4th in Diversity Inc's "Top 50 Companies for Diversity 2017" list.

Strategy&'s Katzenbach Center creates market-leading insights on the future of organisational culture and leadership.



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With our HR Transformation consulting services, we advise our clients building the next generation of HR. Whether it is about checking the maturity of their current HR function, laying out strategies for robust and resilient HR designs for more agility and versatility or about implementing digital HR service platforms for more customer-centricity, our team of HR transformation consultants acts as trusted advisors for our clients.

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