

The Holistic Learning Experience



How introducing a holistic learning experience
can impact an organization's bottom line





Introduction

We're amidst disruption in the way people work and learn. Technology, skills, and workforce demographics are shifting and evolving at a rapid pace.

Ninety percent of CEOs expect digital technology to drive disruption within their company¹ but only 30% of CEOs think their company is ready with the right skills to adequately adapt to the coming- and continuous – technology disruption².

The role of L&D has never been more important to ensure organizations, and their employees, stay relevant and agile. Learning and Development as a function must adapt and go beyond the "check the box" approach. As the workplace evolves it's being proven this is only a piece of the pie when it comes to investing in talent development and engaging your workforce. You need to take learning to the next level for your organization.

The Impact of Learning

One of the biggest challenges L&D leaders face is making sure the c-suite understands the impact learning can have on an organization's bottom line.

Lifelong learning is becoming an economic imperative for employees – and organizations. Learning organizations continually outperform their peers. According to research by Bersin, organizations committed to cultivating a culture oriented toward learning see better productivity and results.



see greater
employee productivity.



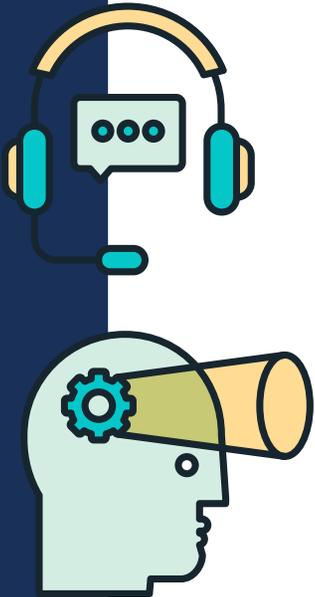
are more likely to
be market share leaders.

“Lifelong learning is becoming an economic imperative” for employees – and organizations.

42% of companies report that eLearning led to an increase in their revenue³ and those who build and embrace a learning culture can boost productivity by up to 50%.⁴

As employees evolve from job-oriented to passion-driven, organizations see greater productivity and profits, less turnover, and shortened time to market.⁵

So what’s the time-tested way to adapt to a rapidly changing economy and thrive in the future? Continuous learning. Continuous learning ensures organizations thrive, not just survive. Forward thinking organizations must move from simply managing training to creating a holistic learning experience, and transition from being training facilitators to learning curators.



The Holistic Learner Experience

1



Attract



6 out of 10 employees join an organization for better career development opportunity.⁶



More than 70% of organizations report that online learning helps boost their competitive edge.⁷

2



Onboard



60% of organizations report that effective onboarding reduced time to productivity among new hires.⁸



98% of executives say onboarding alignment programs are a key factor in retention efforts.⁹

3



Engage



42% of companies report that eLearning led to an increase in their revenue.¹⁰



50% of organizations that build and embrace a learning culture can boost productivity by up to.¹¹

4



Develop

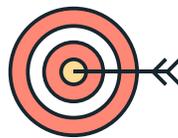


87% of millennials say development is important in a job.



78% of employees say a clear career path would compel them to stay with an organization longer.¹²

5

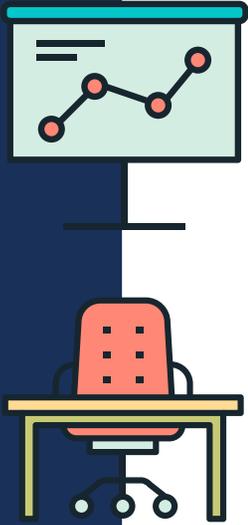


Retain

According to Robert Half, providing professional development opportunities don't just increase enthusiasm... they **inspire loyalty**.¹¹



23% of employee attrition is due to lack of learning opportunities.¹²



Creating a holistic learning experience for all employees helps organizations

- ✓ **improve compliance training completion rates** and increase its relevancy to the job at hand
- ✓ **establish focus and accountability**, resulting in clear business results
- ✓ **improve knowledge transfer** from experienced to younger employees
- ✓ **motivate and reward employees to work with passion** and achieve operational excellence and innovation
- ✓ **encourage internal mobility** across departments and levels
- ✓ **prepare the workforce** to anticipate upcoming technological changes
- ✓ **become data-driven** with the ability to tie learning investments to business results
- ✓ **build a healthy leadership pipeline** filled with top talent

Lastly, creating a holistic learning experience requires modern tools— tools that enable automatic, just-in-time content delivery, streamlined curation of relevant information, and comprehensive reporting.

Learn more about Cornerstone OnDemand's Learning Suite and Content Anytime subscription and how you can create a Holistic Learning Experience for your workforce.

Learn More

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