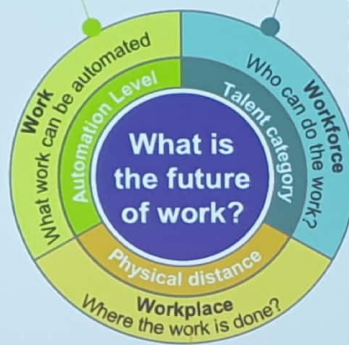


With increasing robotics, cognitive and AI technologies, what work can be done by – and with – smart machines!

- Robotics
- Cognitive
- AI
- Internet of things
- 3-Dprint
- Blockchain
- Augmented Reality /Virtual reality

With new talent platforms and contracts, who can do the work? How do we leverage the continuum of talent from full-time, to managed services, to freelancers, gig workers, and crowds?

- Gig work
- Cloud work
- Click work
- Crowd work
- Blue collar/white collar
- Standard employment vs Freelancer



With new combinations of collaborative, teaming, and digital reality technologies, how are workplaces and work practices reshaping where and when work is done?

- Mobile work
- Home office
- Open space
- Factory
- Office
- Lab

Learning itself is transforming in the digital age

From	To	
One-time, week-long class-room training	Continuous learning	ONGOING
Single deep expertise	Multiple areas of competence	MULTI-SKILLED
Group-targeting	Individual learning journeys	INDIVIDUAL
Trainer-led only	Community supported	SOCIAL
Single touchpoints	Embedded, needs-based experience	IMMERSIVE
Catalog	Personalized progress and suggestions	ADAPTIVE
Delegated participant	Passionate self-learner	PURPOSEFUL
One-time fees	Subscriptions	RECURRENT

100%

90%

91%

„Kommende Woche
werde ich an einer mind. 20min sportlichen Aktivität
am ____ [Tag], um ____ [Zeit], ____ [Ort] teilnehmen“

40%

38%

35%

30%

20%

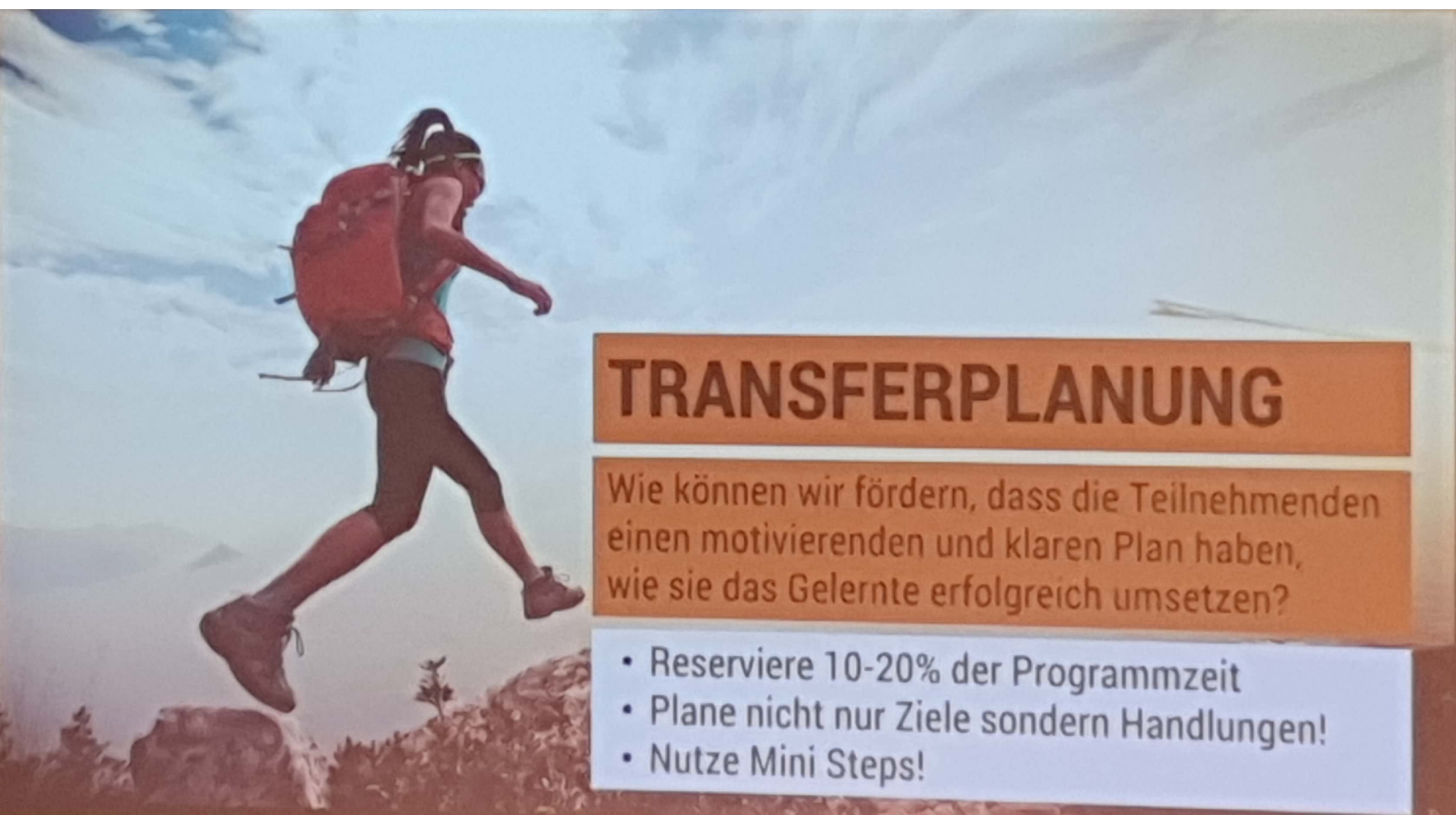
Kontroll-
gruppe

Motivations-
gruppe

Intentions-
gruppe

Mitler, D., Orbell, S., & Cheema, P. (2007). Combining motivational and volitional interventions to promote exercise participation: Protection motivation theory and implementation intentions. *British Journal of Health Psychology*, 77(2), 163-184.

Implementation intentions & transfer success e.g. Friedmann & Hosen (2018). The effect of implementation intentions on transfer of training. *European Journal of Social Psychology* 45, 409-416.



TRANSFERPLANUNG

Wie können wir fördern, dass die Teilnehmenden einen motivierenden und klaren Plan haben, wie sie das Gelernte erfolgreich umsetzen?

- Reserviere 10-20% der Programmzeit
- Plane nicht nur Ziele sondern Handlungen!
- Nutze Mini Steps!

UNTERSTÜTZUNG DURCH VORGESETZTE

Wie können wir fördern, dass die Vorgesetzten der Teilnehmenden die Anwendungen des Gelernten unterstützen, fördern und einfordern?

- WIIFM?
- I'm a VIP!
- Wow, it's EASY!

