



DIGITALISING LEARNING:

THE NEW NORMAL

13 - 14 AUG 2020

skills
future month

IAL

INSTITUTE FOR
ADULT LEARNING
SINGAPORE

AN INSTITUTE OF
SUSS
SINGAPORE UNIVERSITY
OF SOCIAL SCIENCES

In partnership with

SKILLS *future* SG

In support of

 JOBS & SKILLS



DIGITALISING LEARNING:

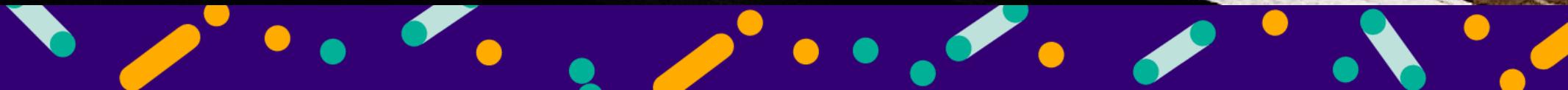
THE HUMAN PERSPECTIVE

13 AUG 2020

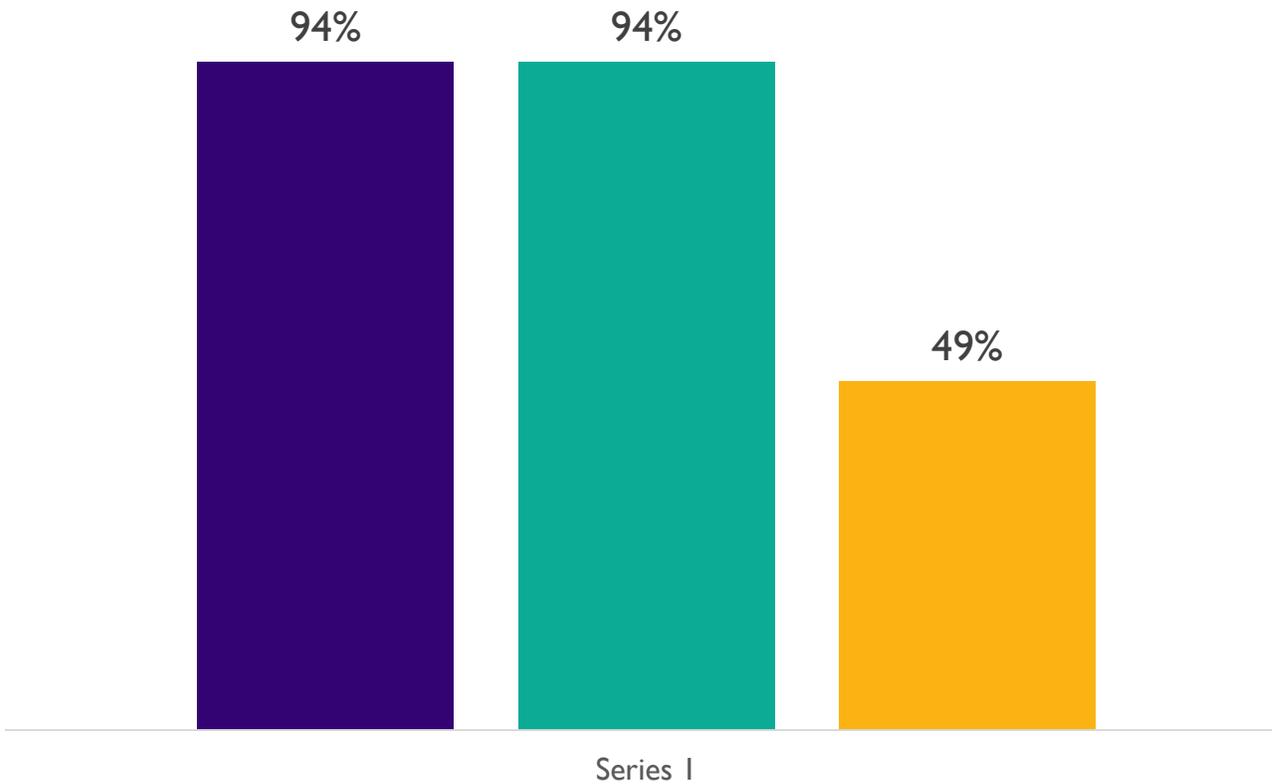


WORKING WITH THE HUMAN FACTOR – USING BEHAVIORAL INSIGHTS TO INFLUENCE LEARNING & CHANGE

MINND THE GAP



- % who say they would stay longer at a firm that invested in their learning and development
- % who see the benefits of making time to learn at work
- % who say they do not have time to learn at work

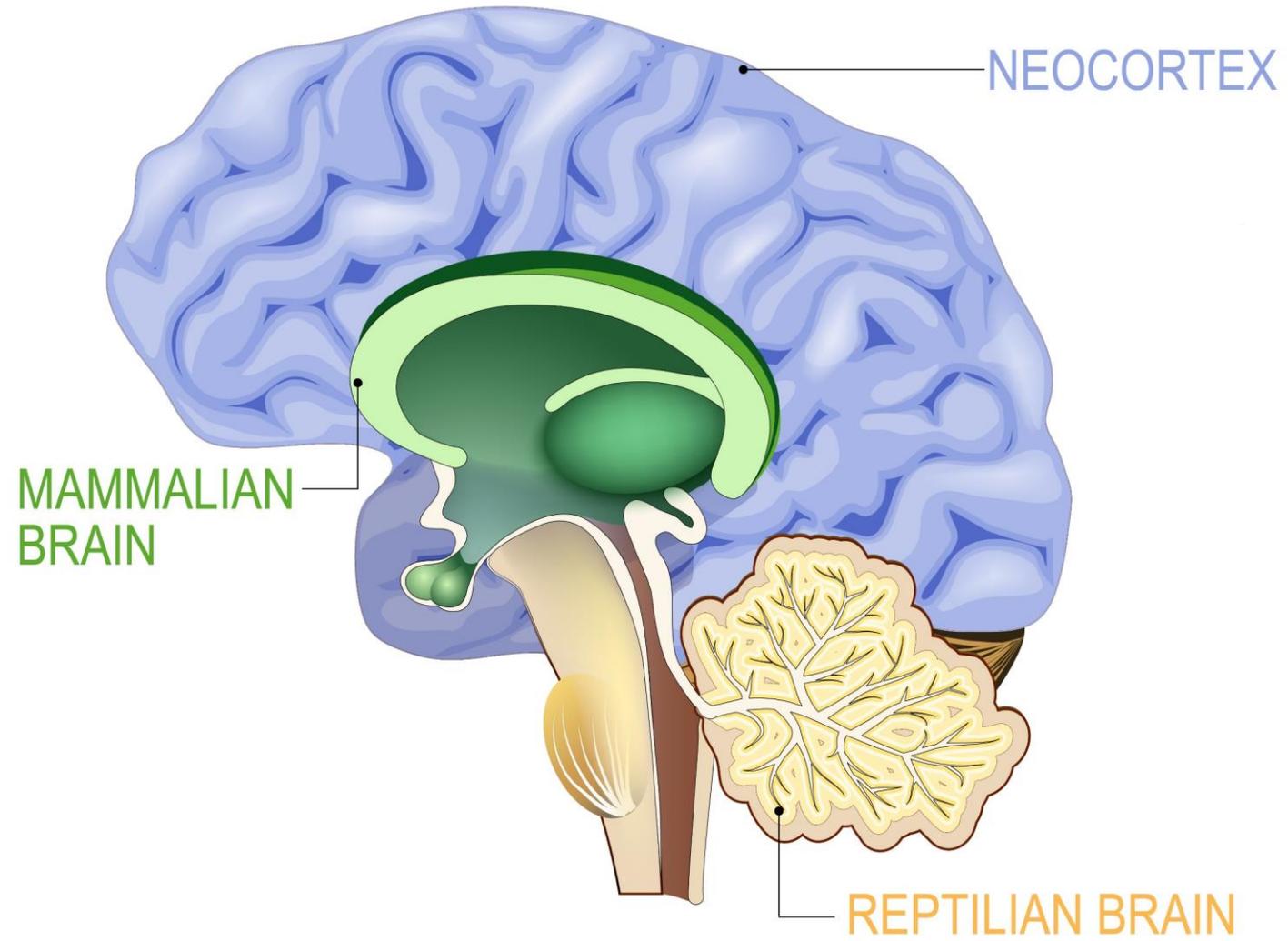


49% | Getting managers to make learning a priority for their teams

42% | Creating a culture of learning

36% | Increasing employee engagement in learning

What explains the intention-action gap, and how can organisations promote more effective decision making when it comes to lifelong learning and re-skilling?



System 1 (Fast)

System 2 (Slow)

Fast

Slow

Constant, automatic

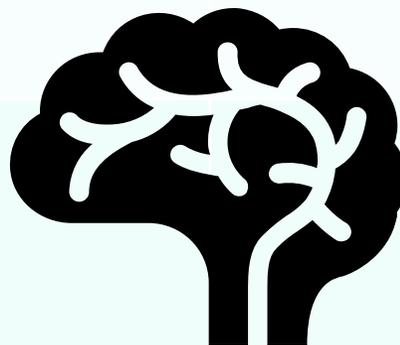
Effortful, deliberate

Subconscious

Self Aware

Reflexive, Associative

Rational, logical



Using a combination of psychology, economics, and data science, it is possible to better understand how individuals actually choose what to learn, and what keeps them engaged (or not).

WHERE CAN THINGS GO WRONG?

Preferences

Over time

Over choice
spaces

Across social
settings

Perceptions

About myself

About my
environment

Processes

Limited attention
and other System
2 constraints

Emotion and
other System 1
triggers



HUGH GRANT, ANDIE MACDOWELL

A MIKE NEWELL FILM

Four Weddings and a Funeral



FIVE GOOD REASONS TO STAY SINGLE.

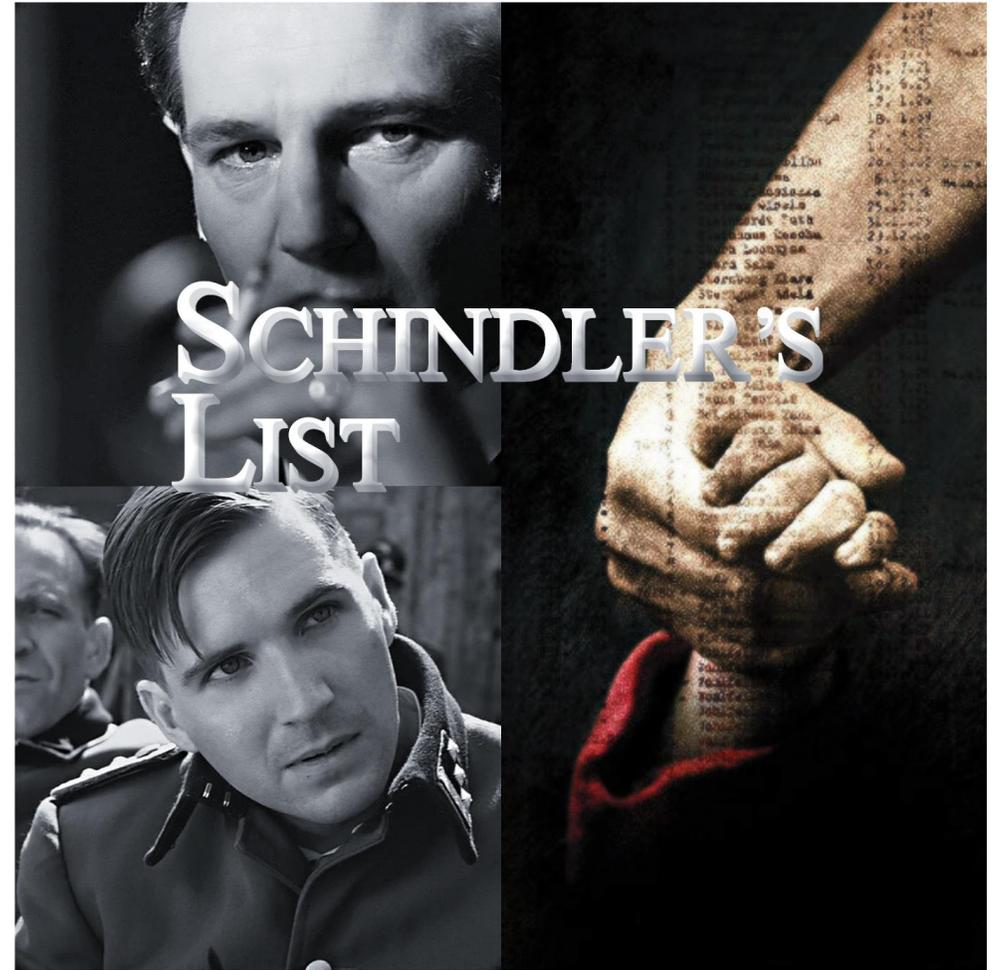


Image source:

<http://www.kariyawasam.com/wp-content/uploads/2012/04/Four-Weddings-and-a-Funeral-1994.jpg>

<https://csr331brockrohlfing.files.wordpress.com/2013/03/schindlers-list.jpg>

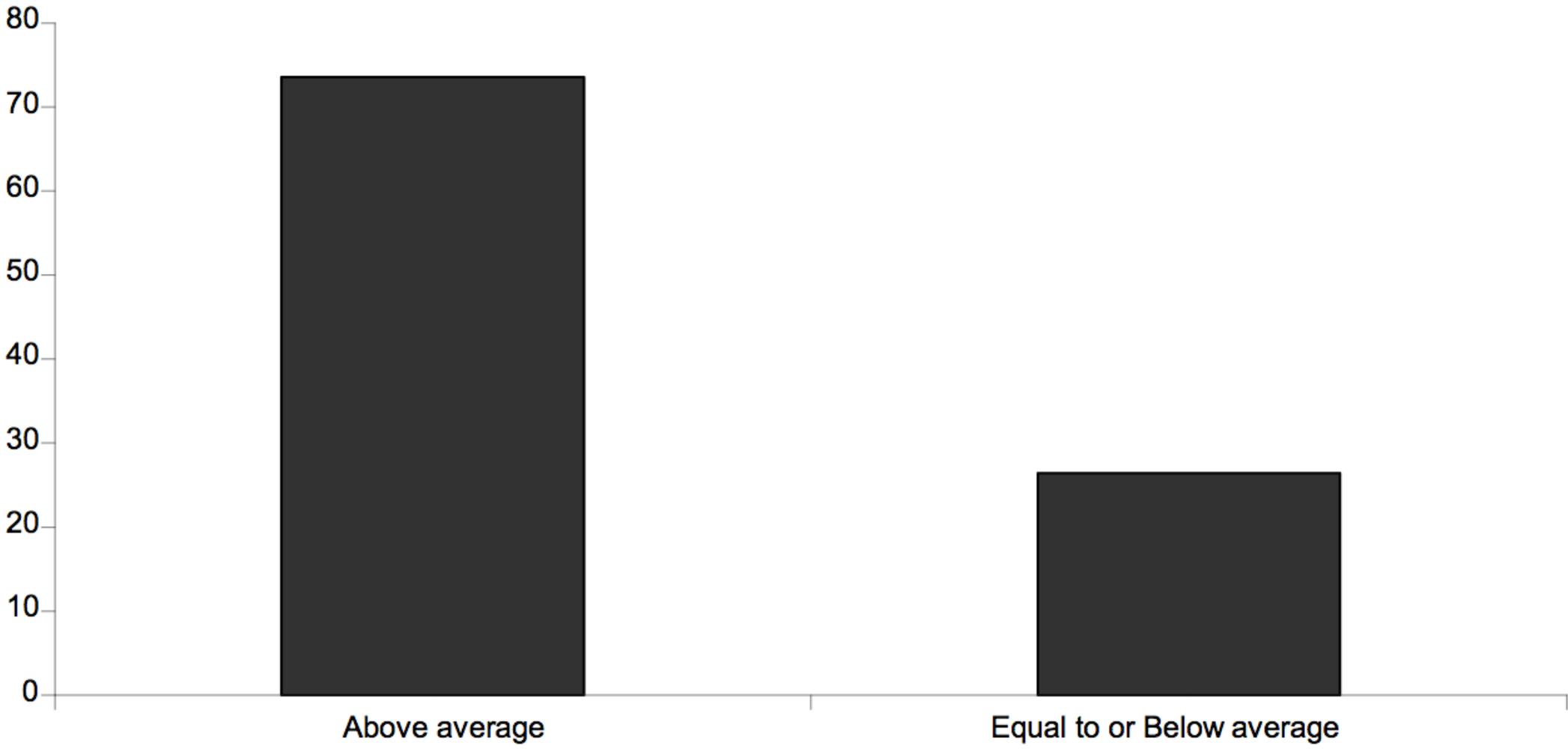






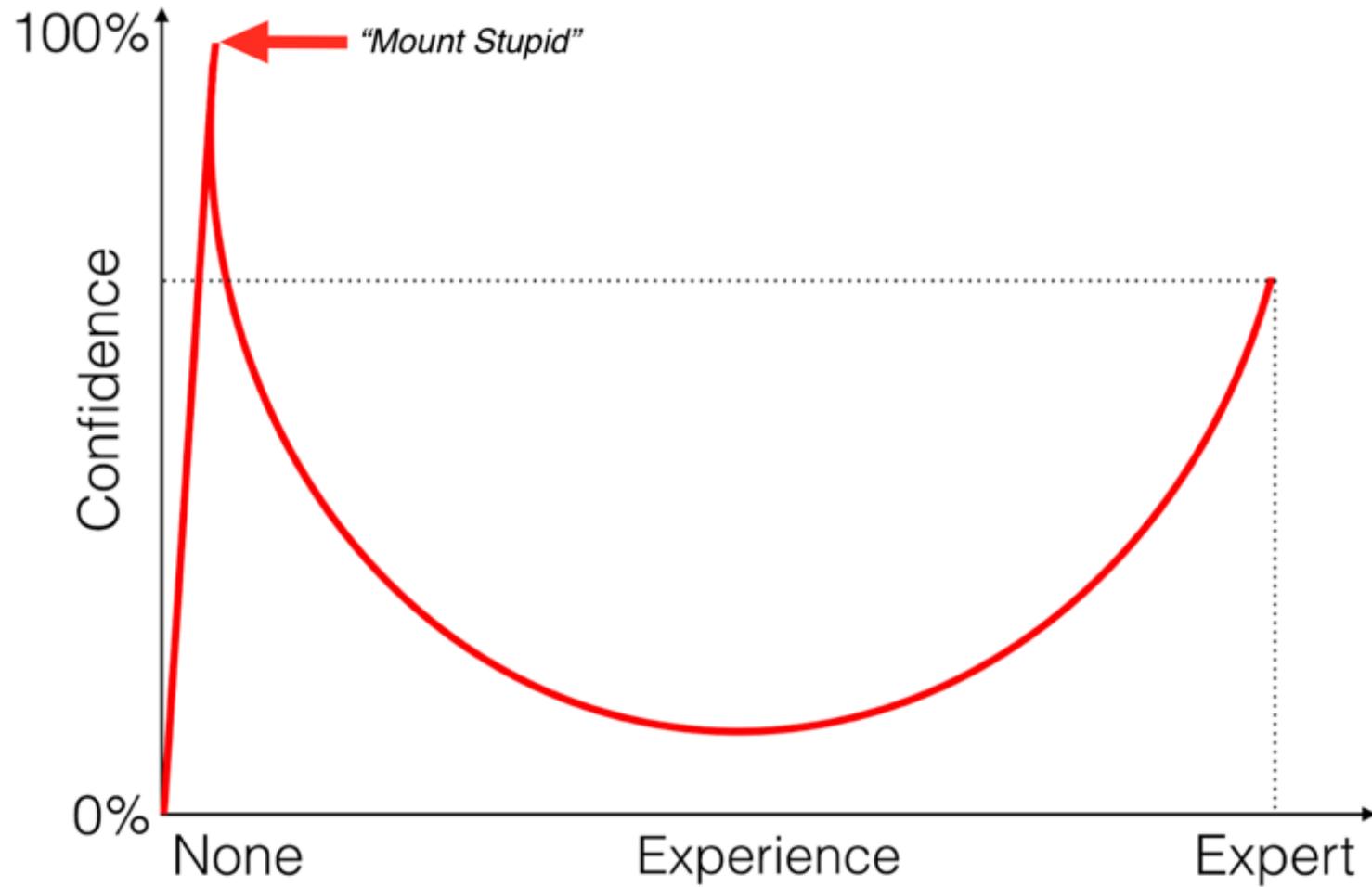


The illusion of control: the % of fund managers who believe they are...

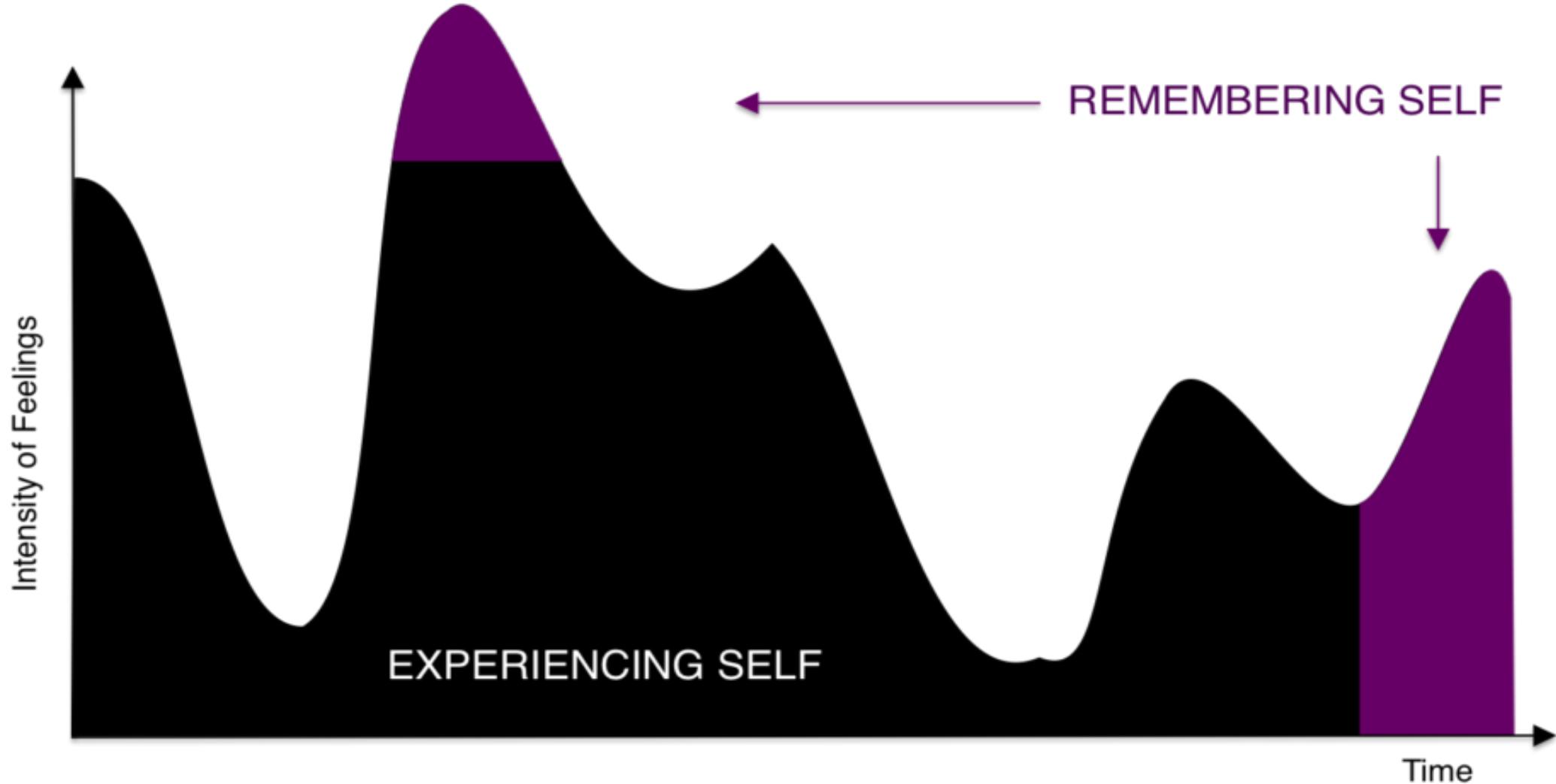


Source: DrKW Macro research

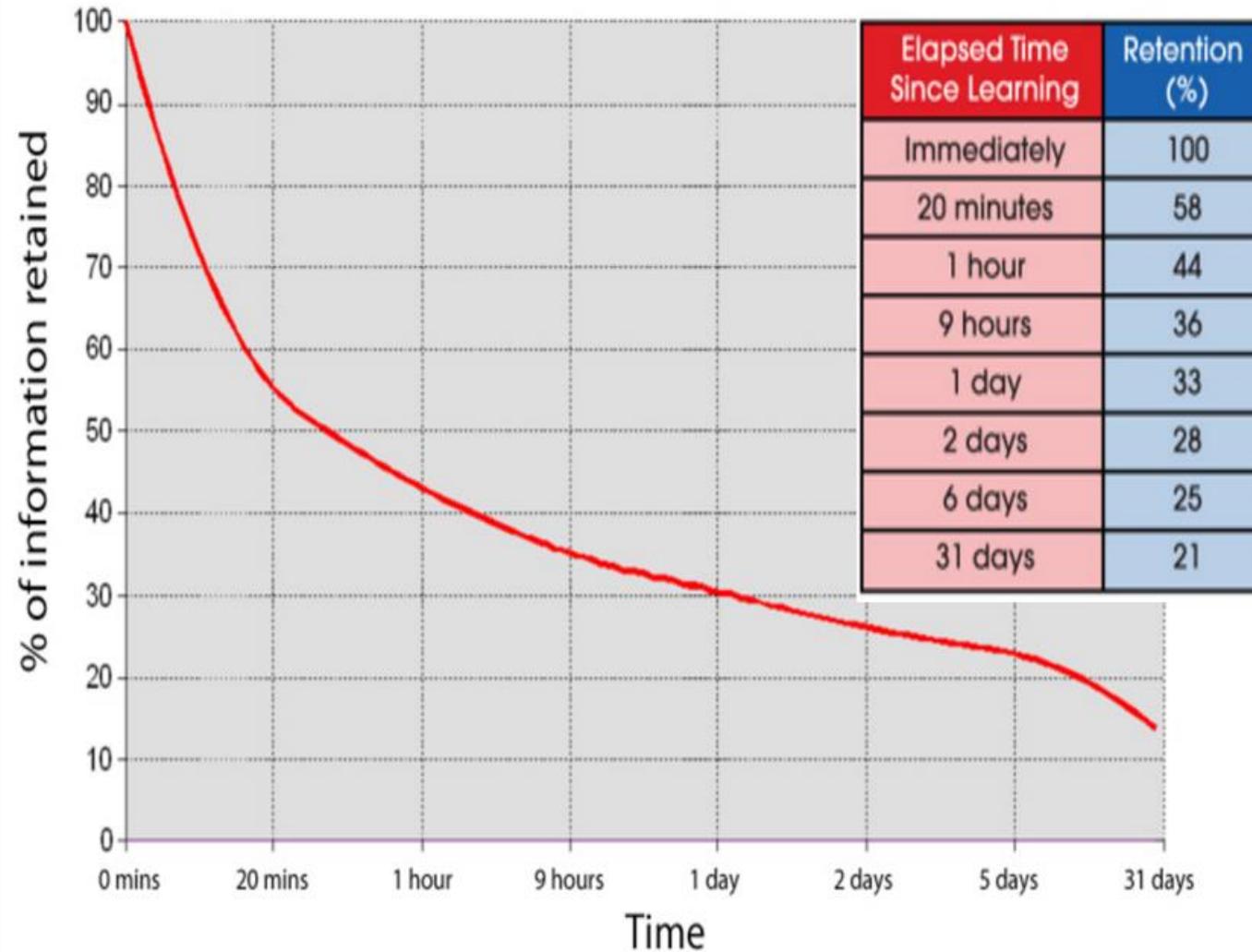
Unskilled and unaware of it: how difficulties in recognizing one's own incompetence lead to inflated self-assessments
Kruger, J., & Dunning, D. (1999)



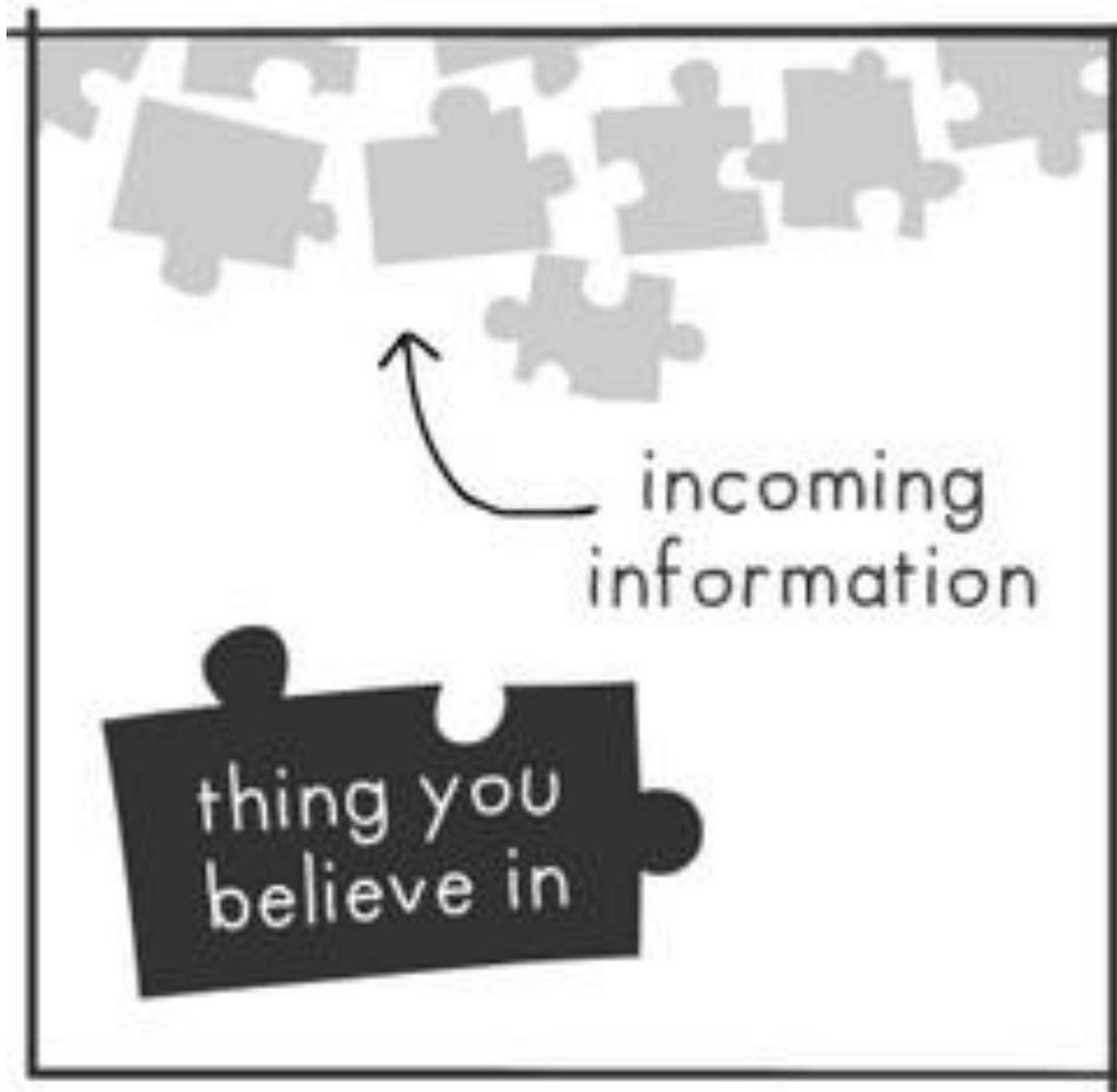
“The *experiencing self* does all the living by going through a succession of moments while the *remembering self* is the one that gets to keep the memories. When people make decisions, the *remembering self* is in control”



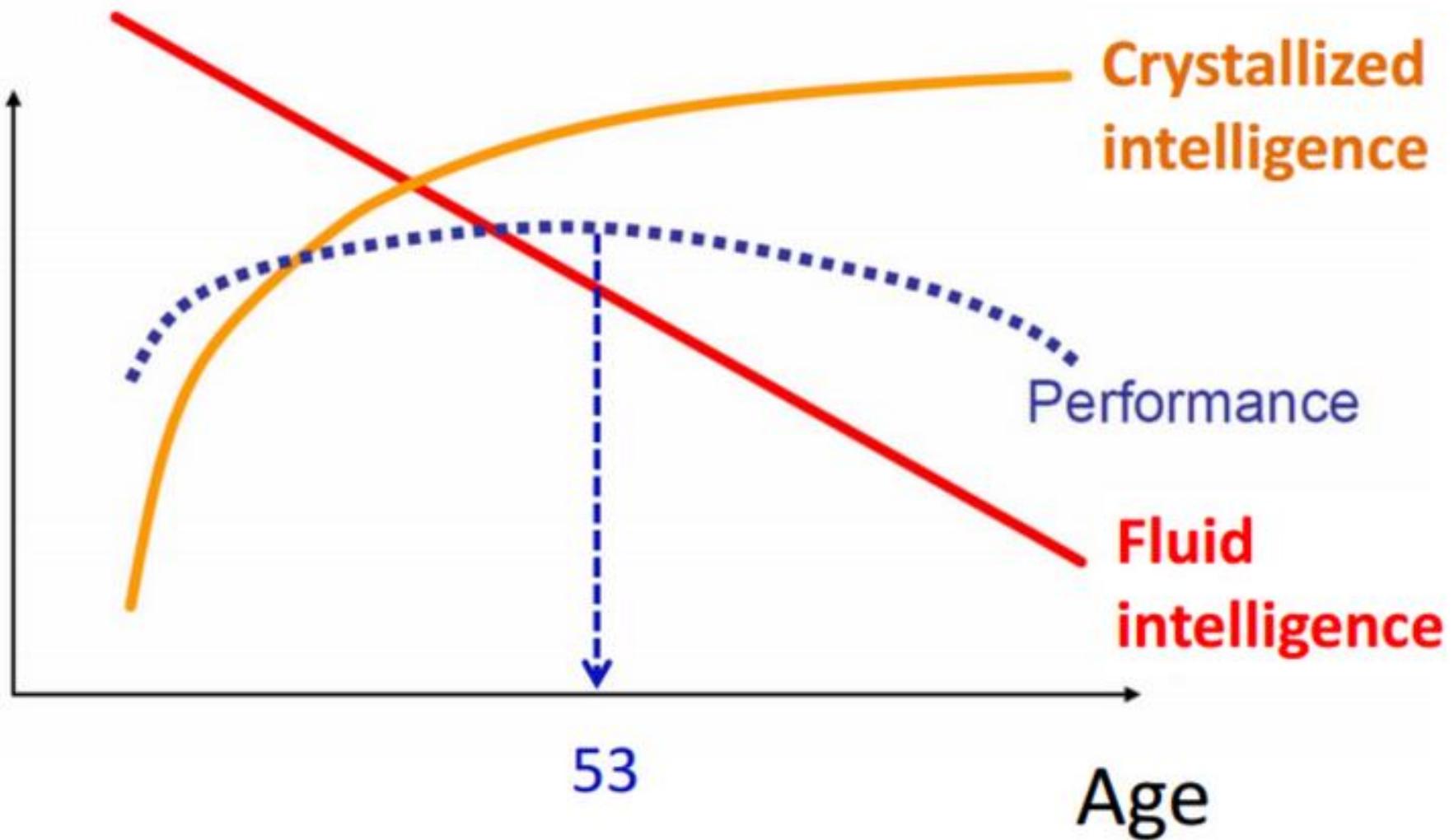
Ebbinghaus' forgetting curve



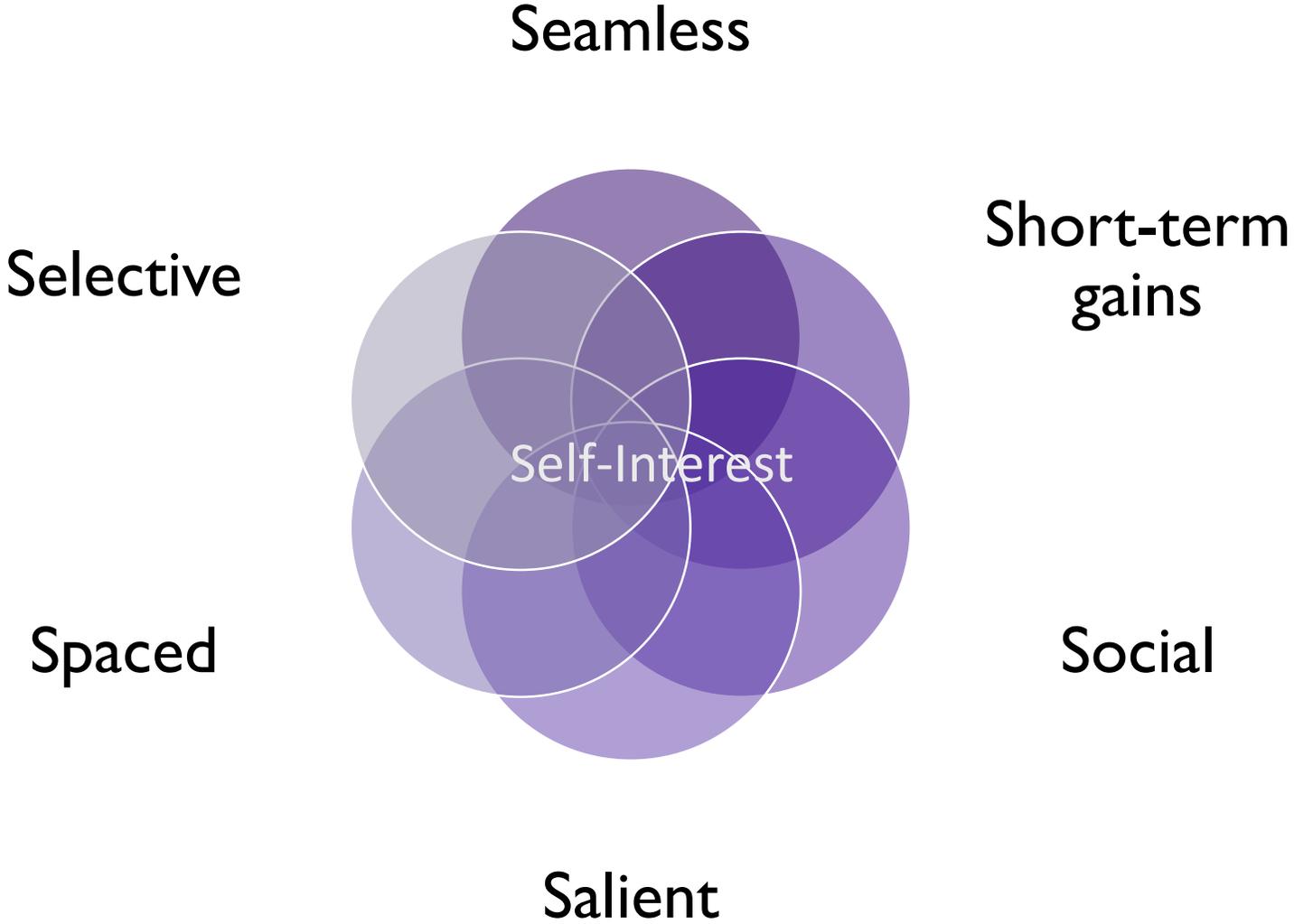








What can we take away for learning?



50% OFF

LIMITED PERIOD
OFFER

100%

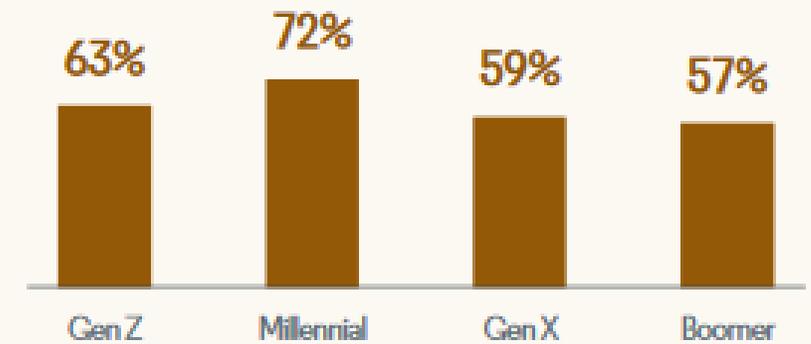
CASHBACK

For Women in India, Friendship Can Improve Business Success

IPR associate Seema Jayachandran examines peer effects for female entrepreneurs



Over half of each generation values the ability to collaborate with instructors and/or other learners via forums, groups, or Q&A session while taking a course.²



Percentage of learners who would spend more time learning if it was recognized by their manager



Gen Z - 44%
under 22 years



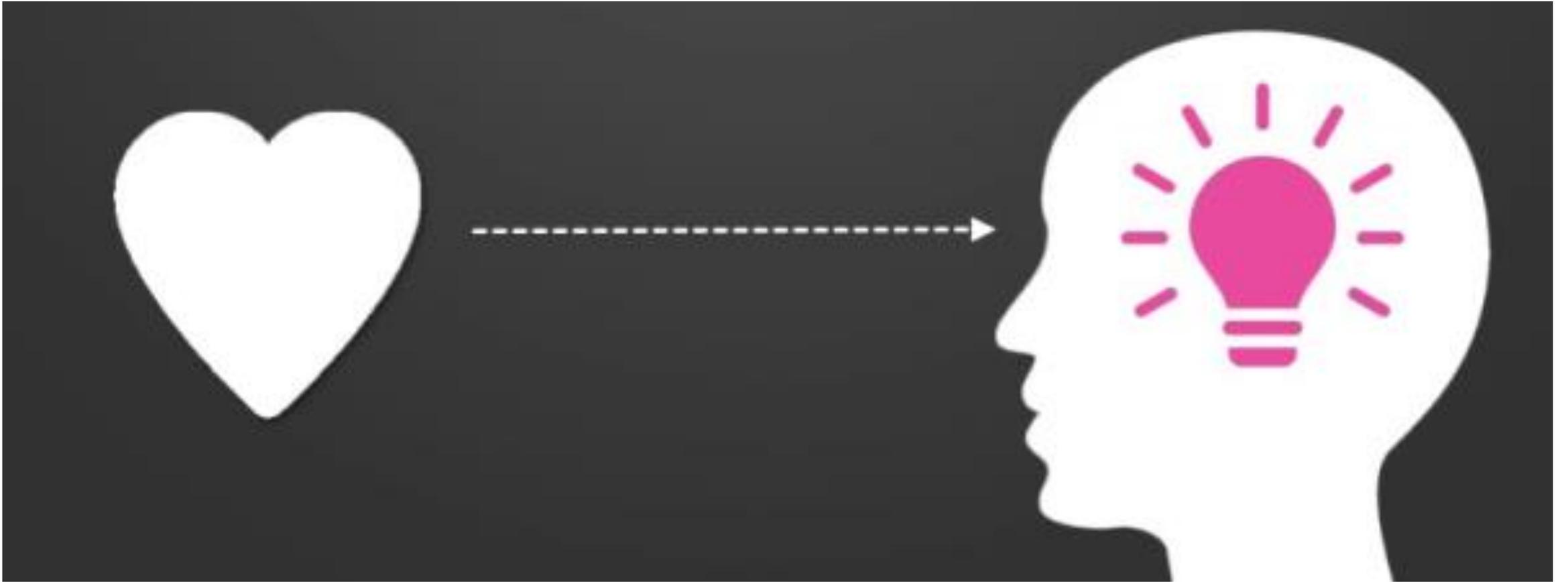
Millennials - 36%
22 - 37 years

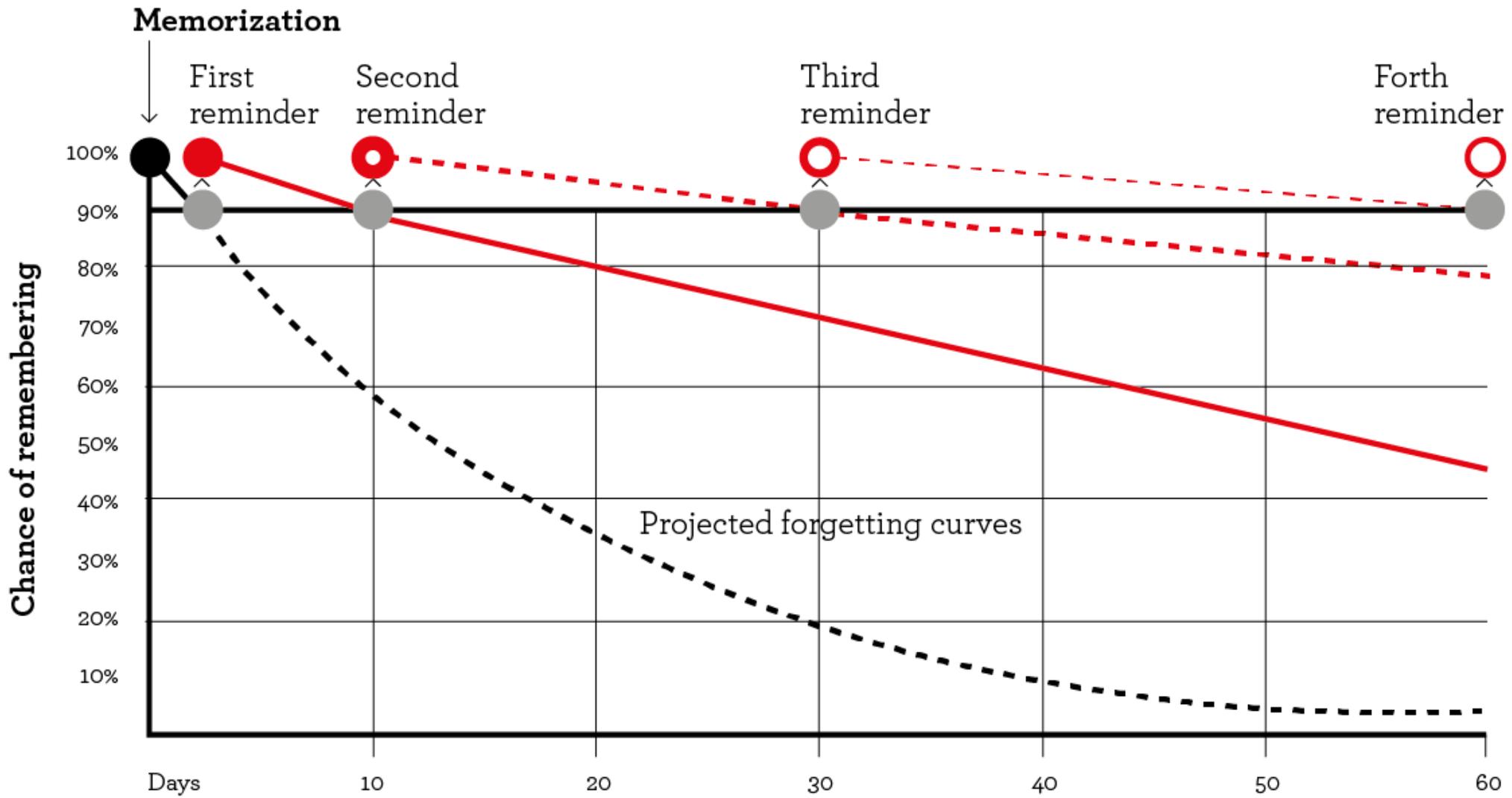


Gen X - 28%
38 - 53 years



Boomers - 21%
54 - 72 years







Q & A

