

# RIVER ISLAND



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# Food for thought

“The App is the future of learning”

*Charles Jennings - Learning Technologies 2016*



Organisations with strong informal learning capabilities including social learning are 300% more likely to excel at global talent development than organisations without.

*Deloitte report 2015*

60% of Learning Managers are aware of online communities. However, of this number, only 32% said that their L&D intentionally uses them to support on-the-job learning. Forward-thinking L&D teams can maximise the learning that goes on in communities, by capturing the tacit knowledge that exists within them. This can help to reduce an organisation's reliance on formal training as informal, social learning helps people find what they need, when they need it.

*UK Learning Index Trends report 2015*

Developments in mobile technology are expected to have the greatest impact on L&D in the next 5 years. Yet currently Only around 25% of organisations are developing and using mobile apps as part of their L&D offering.

*UK CIPD report 2015*

# My story...

- Ⓜ Pioneering Technology in the early days
- Ⓜ Discovering 70:20:10
- Ⓜ Staying ahead
- Ⓜ Now is the future





# Now is the future

L&D should be  
'Horizon Scanning'

The age of the 'traditional' appraisal is over

With this comes the end of the 'LMS' as we  
know it

L&D is not about managing learning... we are  
purely the enablers

We need to be Agile in our approach and work  
at the pace of business

Reading...

THE UK LEARNING TRENDS INDEX  
SUMMARY REPORT  
EIGHTH EDITION  
MAY 2015

onlignment  
THE NEW LEARNING ARCHITECT  
Clive Shepherd

GoodPractice

AWARDS FOR MATURITY  
Personalised Benchmark Report  
Insights to help you modernise learning and maximise results



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Page 1 of 21 | © Towers Watson CIC, 2015 London

Executive Education  
Research  
Performance Management  
it's not what you do, it's how you decide  
what you do that makes the difference  
Professor Nick Holley, Co-Director, The Henley Centre for HR Excellence  
with additional research by Akshay Malaviya



Henley Business School  
UNIVERSITY OF READING



# Questions

My question to  
you ...

What is your  
Digital Learning  
Strategy?

