



## ARE L&D TEAMS AT RISK OF EXTINCTION?

The Towards Maturity 2019 Report<sup>1</sup> reveals a frightening gap between the skills L&D teams have today compared to the skills they are going to need in the immediate future. So, what can L&D teams do quickly to close the skills gap before it's too late?

The main strengths currently seen in L&D teams, such as classroom skills, learning management, project management, and teaching and assessment, represent a measly 4 of the 22 areas considered as top priorities in the future.

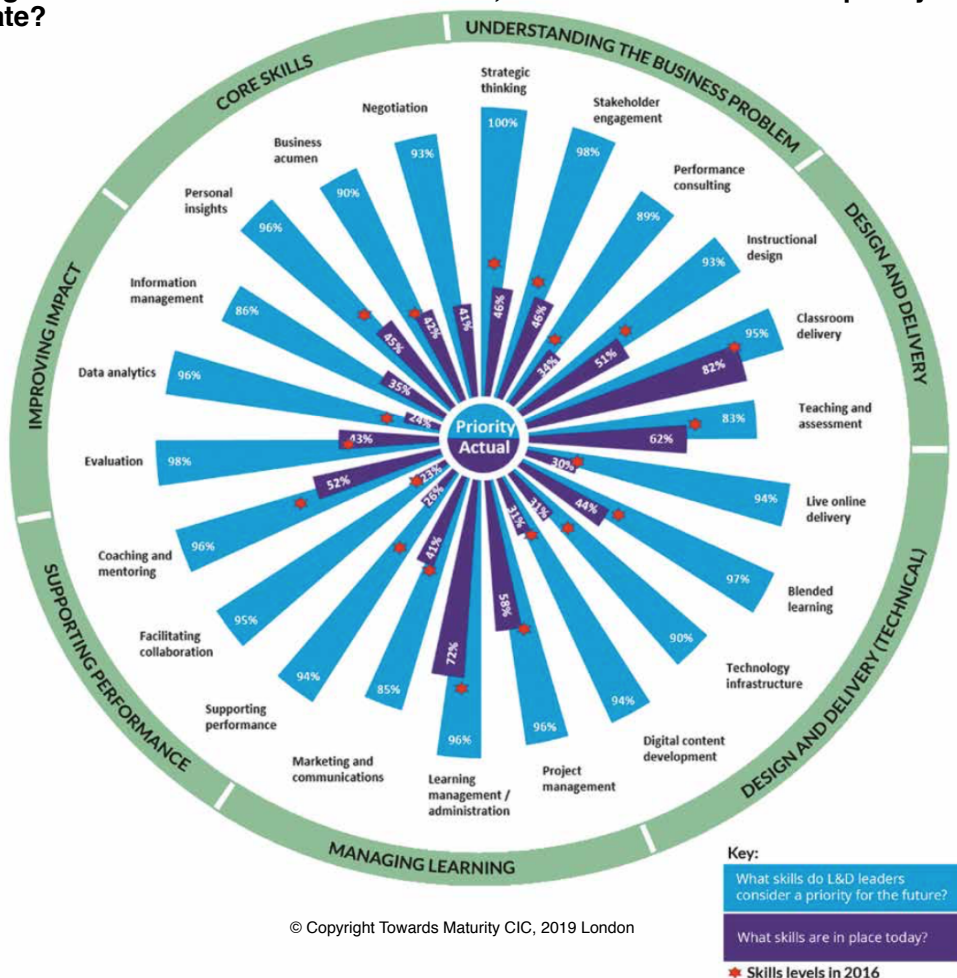
Notion's Director of Coaching, Laura Ashley-Timms, warns that this will be "grossly inadequate".

"The skills gap is alarming and threatens the future survival of L&D teams. If L&D teams are going to have a place in tomorrow's organisations, they will need to act fast to build the skills they are lacking before it's too late."

The writing is on the wall. The risk of extinction will continue to loom over L&D until they wake up and quickly acquire the skills they need to drive performance and deliver immediate and dramatic results.

### The Future is Purple

Thankfully, Notion has a comprehensive range of programmes that can help L&D teams to turn the 'Skills Wheel' purple within just a few months. In fact, Notion's AIC<sup>®</sup> programme alone instantly addresses a third of these top priority skills and contributes to increases in all of the metrics related to understanding the business problem and supporting performance. What's more, a further twelve spokes on the wheel can be turned purple when L&D teams choose to work with Notion because they all represent services that are included as part of Notion's standard delivery.



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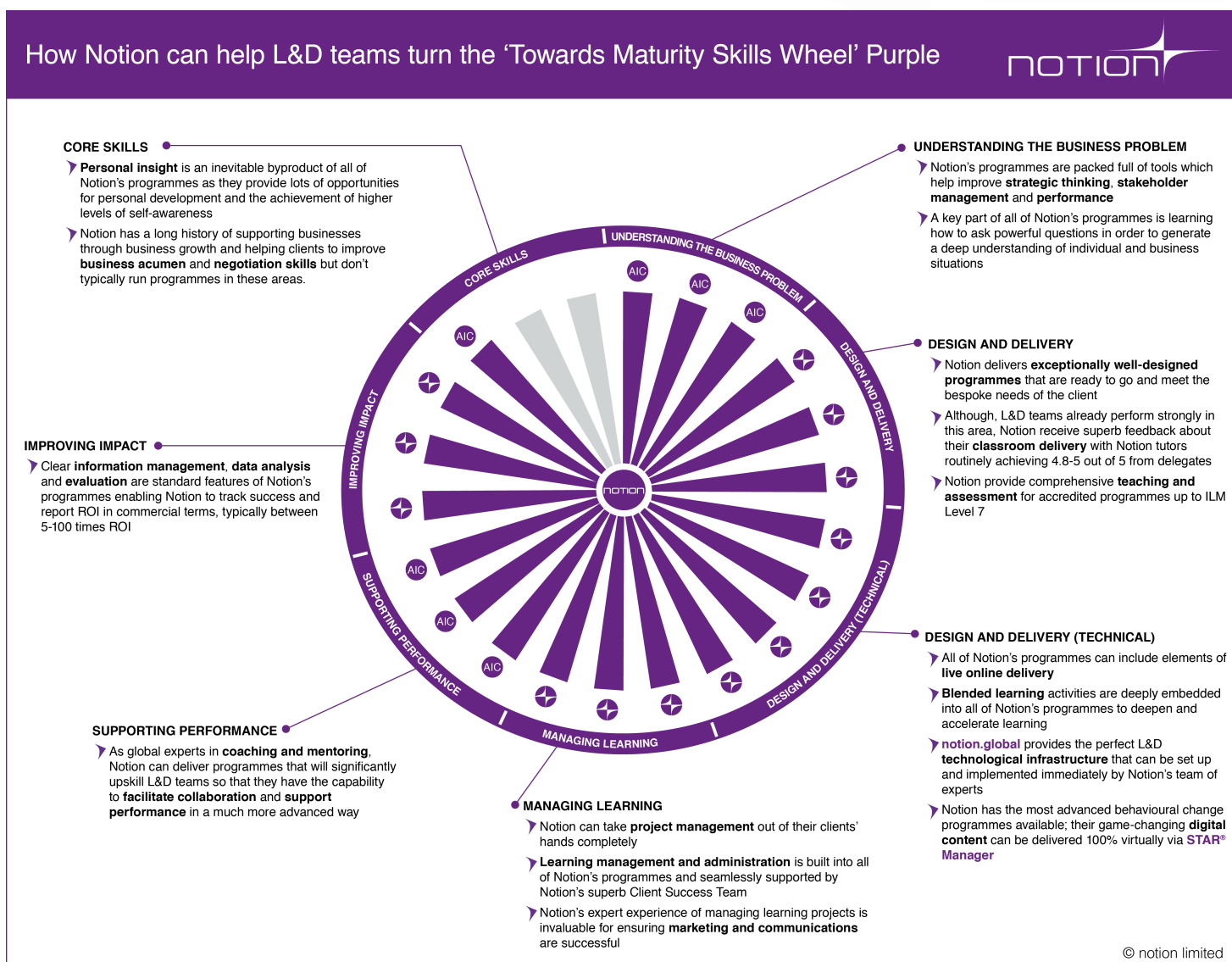
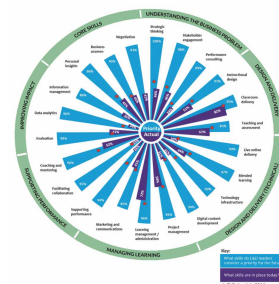
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Realistically though, is it really fair to expect L&D professionals to become technical experts overnight? In the short term, L&D teams should seriously consider outsourcing the technical aspect of delivery or risk being replaced. This doesn't have to be a difficult choice because by selecting products such as Notion's revolutionary STAR® Manager programme, L&D teams can deliver the highest quality, 100% virtual, fully blended, out of the box management development solution that can be implemented tomorrow.

## Here's how to Turn the Wheel Purple

Take a look at the following infographic to see how this works:



Upskilling L&D teams suddenly seems a whole lot easier, doesn't it?

**Now** is the time for L&D teams to master these skills or else risk facing extinction.

**Does your L&D team have a future?**

<sup>1</sup>Towards Maturity (2019) The Transformation Journey: Today's learning strategy for tomorrow's business success, Emerald Publishing [www.towardsmaturity.org/TransformationJourney2019](http://www.towardsmaturity.org/TransformationJourney2019)

**Notion is a global expert in behaviour change and coaching. Don't bury your head in the sand, if you're serious about ensuring your L&D team survives, pick up the phone and call us today for more information on +44(0) 1926 889 885 or visit us at [BusinessCoaching.co.uk](http://BusinessCoaching.co.uk)**

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