



 ADULT
LEARNING
SYMPOSIUM

Overhauling Leadership Development Programs: A Digital Transformation Journey

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Context

**Why
transform?**

**New
Learning
Journey +
Deployment
Strategy**

**Key
Challenges**

Next Steps



Professional Development Education – Consulting Overview

Leadership development training with focus on consulting

Mandatory program (for progression) for practitioners of all bands across all regions

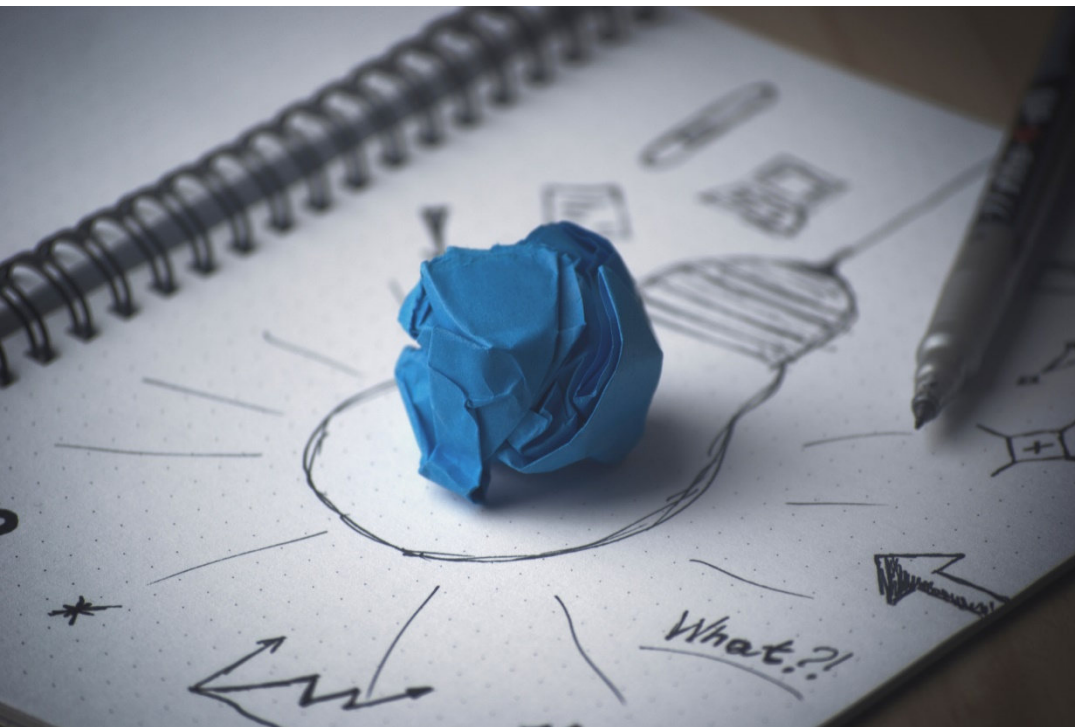
Face-to-face classroom sessions only, with minimal online pre-work

Standardized content for all regions





Why Transform?



Effective classroom
sessions (Flipped
Classroom)

Leverage new trends in
Learning and Development

Reduce face-to-face
classroom hours

Outdated content



New Learning Journey (Consulting Academy)

Weeks 1-3

Online Pre-work

Week 4

Face-to-face
Classroom
Sessions

Weeks 5-6

Post-work

Core Components

Interactive online
courses

Discussion Threads
and Slack (Social)

Assignments

BoosterLearn

Online
Assessments

Cohorts

Peer Evaluation

Badge



New Learning Journey | Deployment Strategy

Weeks 1-3

Online Pre-work

Week 4

Face-to-face
Classroom
Sessions

Weeks 5-6

Post-work

Deployment Support and Change Management

New tasks

New roles

Communication
plan

Technical Support

Training for L&K
teams across
regions

New reports

BoosterLearn
Administration

Badge
Administration



Key Challenges

Stakeholder management during design;
multiple teams

Pre-work completion

Technical Challenges





Next Steps



Use learner feedback to create version 2.0

Addition of a coaching framework



Questions?