

Agility in Academe:



HOW CAN WE TAP KNOWLEDGE AND EXPERTISE TO PROMOTE SMART EFFECTIVE RESPONSES TO A FAST CHANGING WORLD.

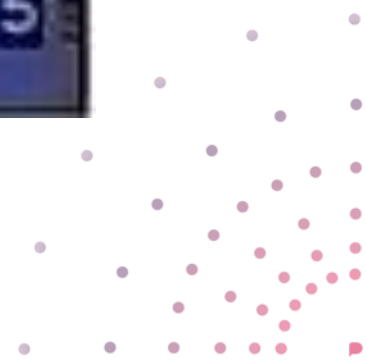
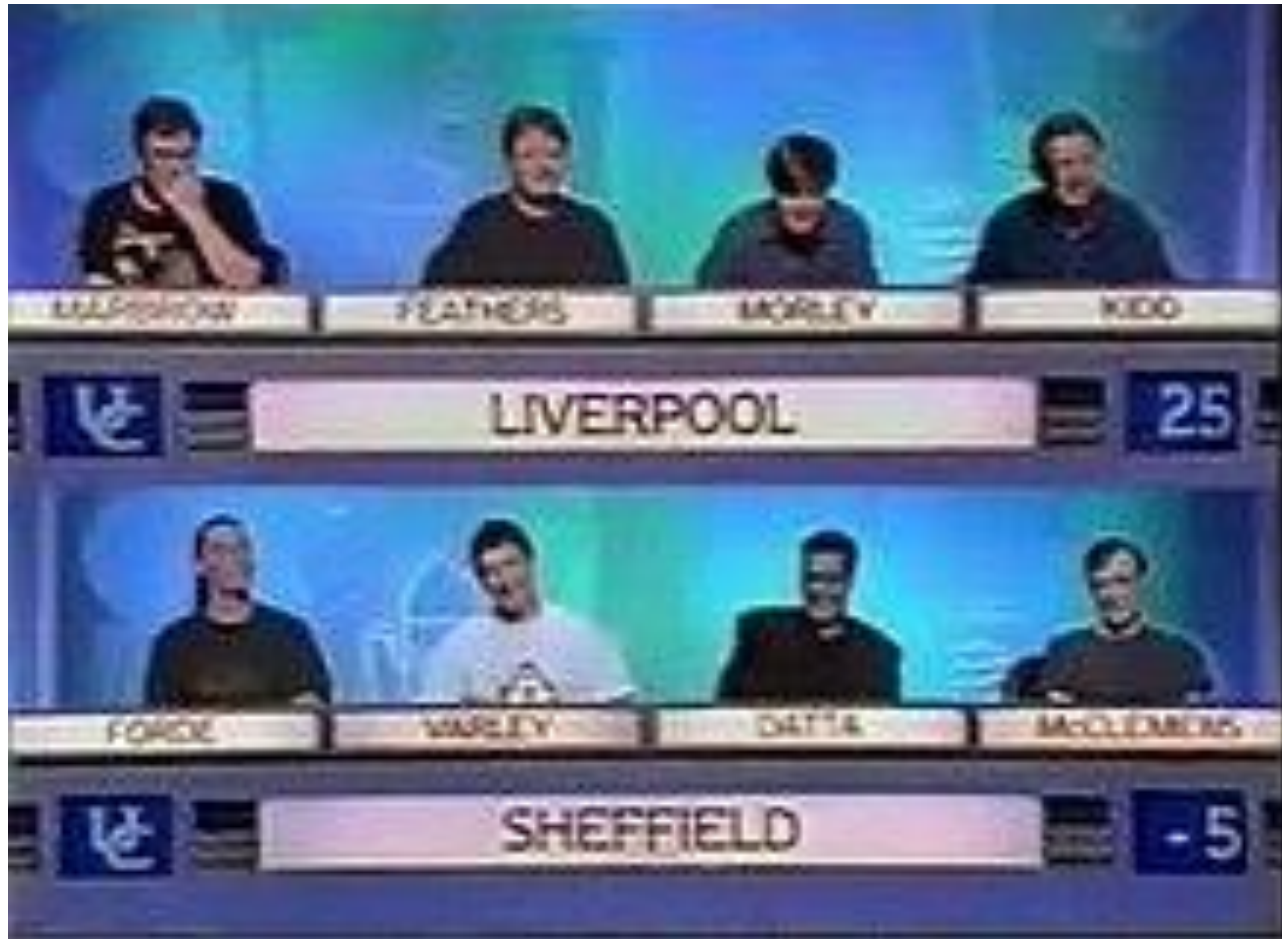
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Dr John McGurk

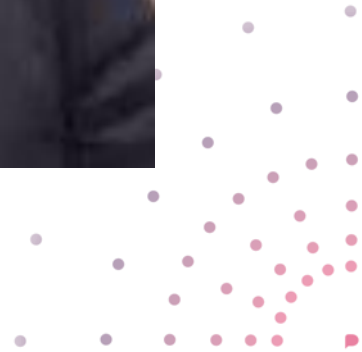
Head of Scotland and NI

CIPD

Universities challenged



Content providers?



This is what change looks like



- A fast moving current of hot gas and volcanic matter collectively known as a tephra...moves away from a volcano reaching speeds of 430 mph. They (PF's) are common and devastating...



Response looks like this



CIPD



The HE culture

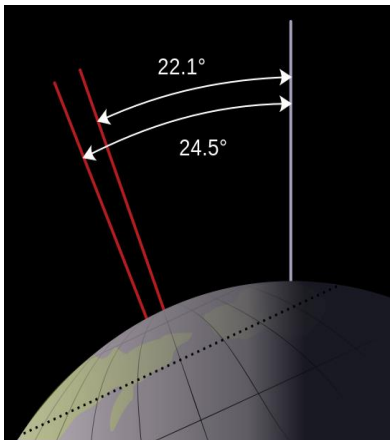
- Collegiate and collaborative but not always commercially/customer aware.
- Research driver can get in the way of other goals
- Driven and controlled by key talent and personalities
- Innovation and insight are often “negotiated” not delivered.
- Heritage and heft can be a big obstacle to change and agility.



Barriers to agility: (CIPD Hackathon 2012)



Learning is the answer





LIFE



Experimentation beats planning. The only thing you can bank on in the future is surprises. Good or bad. Experiment disruptively. Dabble!



You don't need the C-Suite to pick winners. Which ideas to fund, which to kill - in most organisations it's anything but natural selection.



For gene pools > diversity is better. Sameness in corporate life stifles creativity. Being surrounded by like people can impair adaptability.



Seven simple shifts you can ramp up now

The research

- CIPD and Towards Maturity major benchmark of L&D practice.
- Too decile
 - X 5 more efficient
 - X 5 more productive
 - X 8 more likely to have a learning culture.
 - More innovative and digital

Six shifts

- Leverage learning optimism
- Integrate learning and work
- Actively seek to understand internal customers
- Put technology on the learning agenda
- Think digital
- Cultivate curiosity
- Proactively invest in new L&D skills



Your questions

