



Learning Dynamics

News to Peruse

Volume XX | No. 1 | March 2011

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NEW DECADE...NEW CHALLENGES... AND A NEW LOOK!

Thirty years ago, this country's youth mantra was "Never Trust Anyone Over Thirty." In these challenging economic times, the new decade's youth mantra is "Trust Anything Over Thirty, because it has longevity."

Learning Dynamics celebrates its 30th anniversary in 2011. Being over 30, we recognize that the only thing constant is change, and we've seen a lot of it in thirty years. Organizations change...employees change...and LD's newsletter "look" has changed: it has more timely, targeted content.

In this issue, Learning Dynamics presents an interview with three of our veteran consultants –Wilbur Pike, Barbara Phillips and Gary Steele - who discuss today's employment landscape, where changing demographics at every level will dramatically impact tomorrow's world of work.

Q: In the high-tech workplace of the 21st Century, what will have the biggest impact?

A: Self-sufficiency of the individual. The ability to do more in organizations with fewer people. The speed of communication and the depth of data available for decision-making. Concepts like conflict management, teambuilding, interpersonal communications and diversity are topics with a long history of "best practices," and those practices may no longer be "best." The big challenge is working harmoniously despite the great differences in the way four generations approach teamwork, technology, advancement and change.

Q: How do you envision tomorrow's workplace in terms of fostering success while maintaining a healthy bottom line?

A: In a high-tech workplace, the biggest challenge lies in maintaining the "human factor." Interpersonal relationships are so critical to long-term success! In addition, global competition will require the U.S. to educate our workforce properly and prepare future generations for tomorrow. Untold success possibilities exist: the challenge lies in the ability of company leaders to stay in touch with the people they must lead. Younger workers expect the companies they work for to demonstrate "corporate health" in every manifestation of that phrase.

Q: What industries do you see thriving (not merely surviving) in the next decade?

A: Those companies that will thrive will be those with the best learning attitude. The industry that views change as a constant and stays ahead of the curve will enjoy continuous success. Technology can – and will – facilitate all our workplace endeavors, but we will also see a resurgence of "people" services. Sole reliance on automation will become tiresome and frustrating, and industry leaders will return to a more "hands-on" approach using people and services. The industries that are promising at this point in time are service industries, IT, health, the sciences, infrastructure systems and, of course, visionary entrepreneurs.

Q: In a shrinking global workplace, what are the biggest challenges for employees entering or re-entering today's workforce?

A: Their ability to respond to constant change and re-invent themselves in accordance with that. The need to be multi-lingual and culturally sensitive. The need to be creative and entrepreneurial. The need to recognize the status of women and minorities in the fields of science and technology. In addition, there is a danger of losing the connection with PEOPLE. Employees of tomorrow need to cultivate the emotional intelligence to work with and lead others effectively. Creative types will also struggle with antiquated corporate "rules." The idea that innovative employees are afraid to simply "go for it" when they think they have a better idea is a huge corporate challenge. Adaptability is the key to success.





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Investing in People™

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