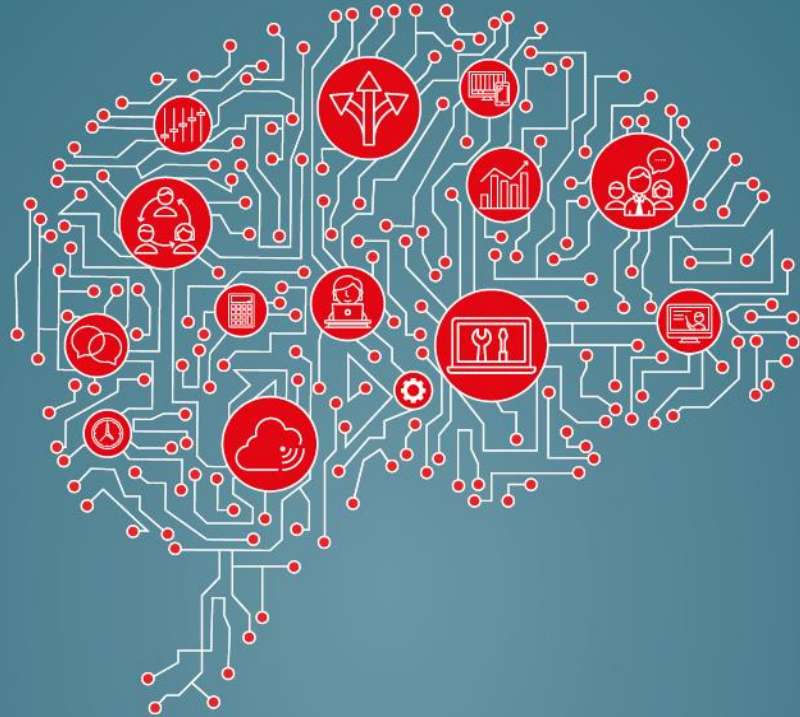


Learning for the future



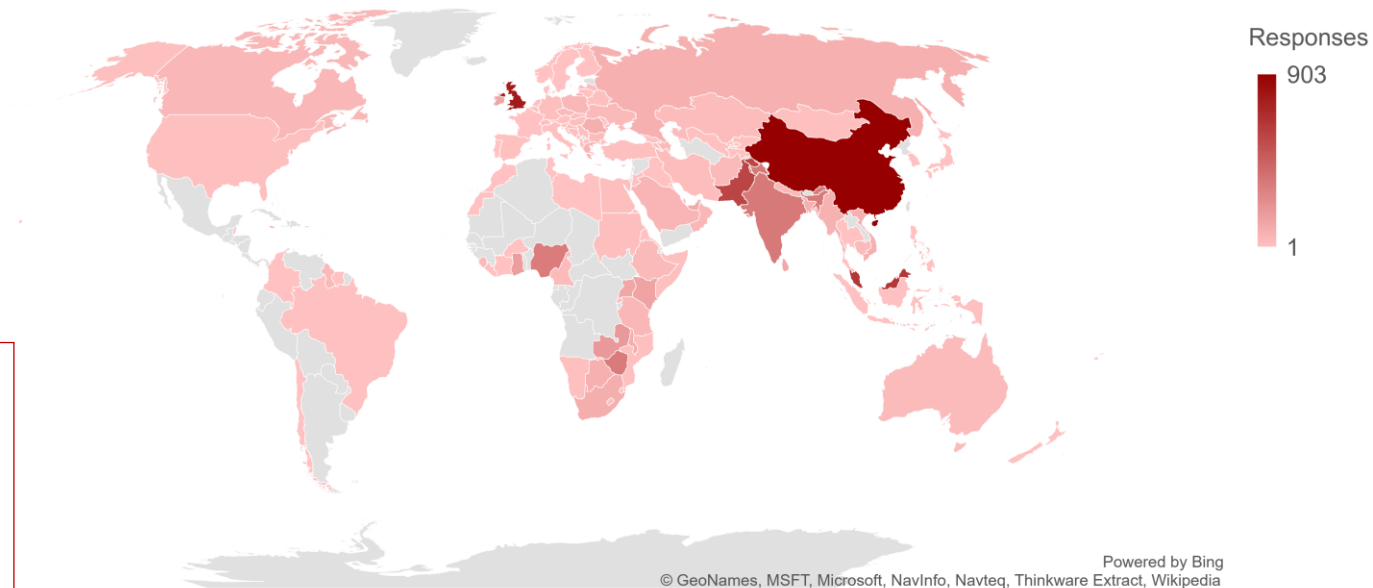
The research

15 interviews with L&D experts	17 interviews with employers	20 interviews with learning providers
37 roundtables held across 15 different countries	65 articles and research documents consulted	5 interviews with other professional bodies



Global survey of ACCA students and affiliates

7,798
survey
responses from
147 countries



Agenda

Four factors
of change



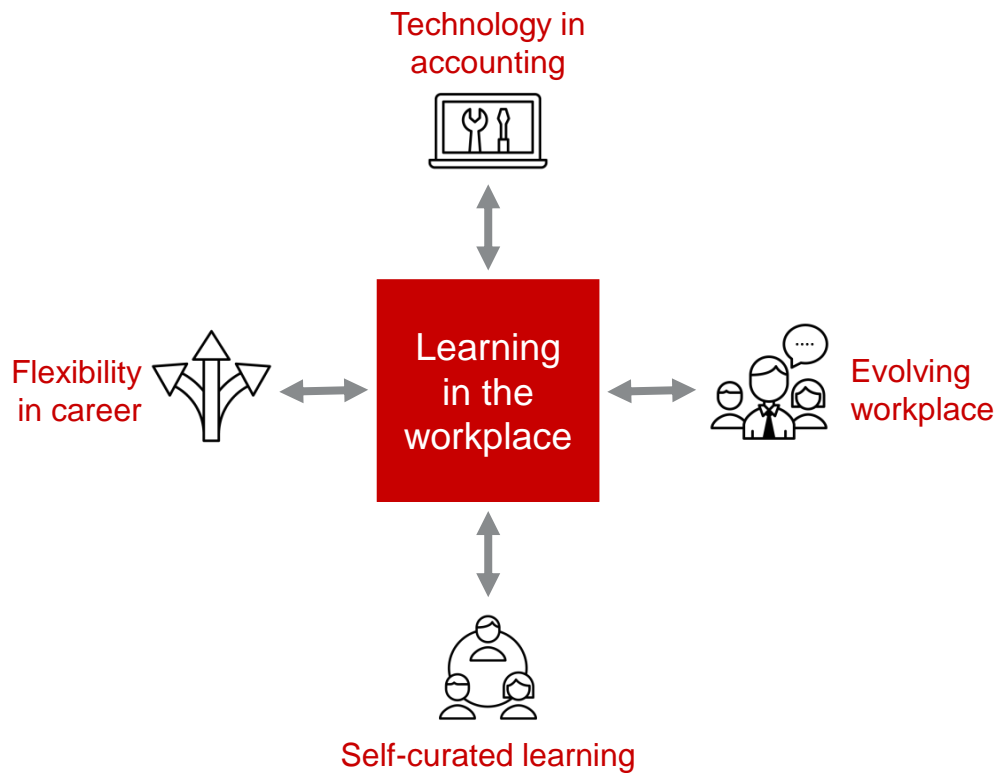
Preparing to
change



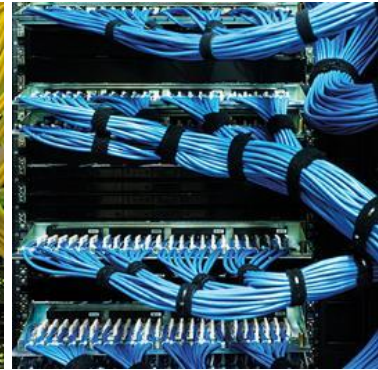
Future learning
landscape



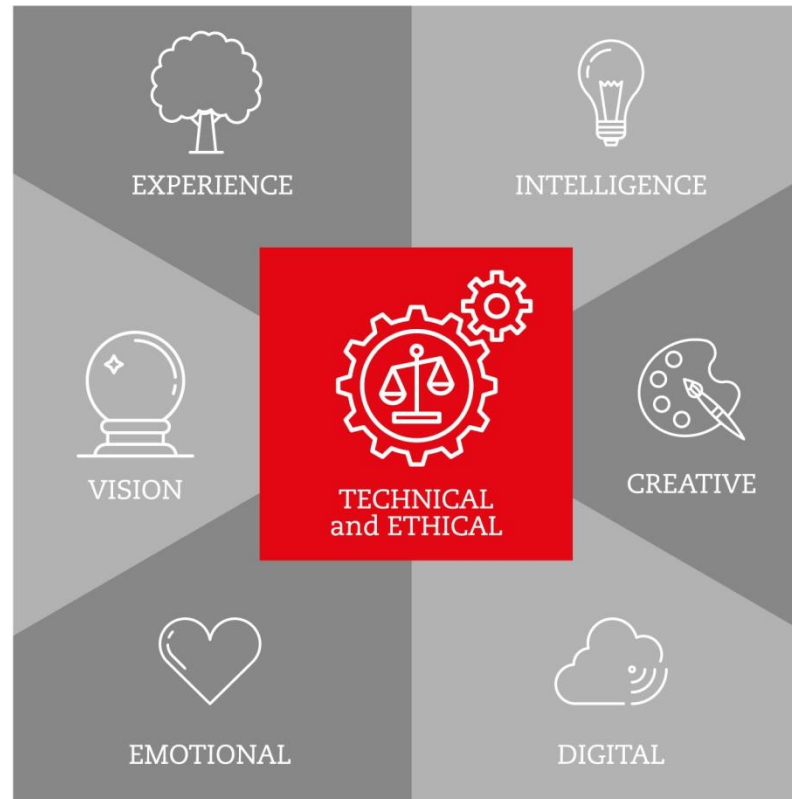
Four dynamics of change



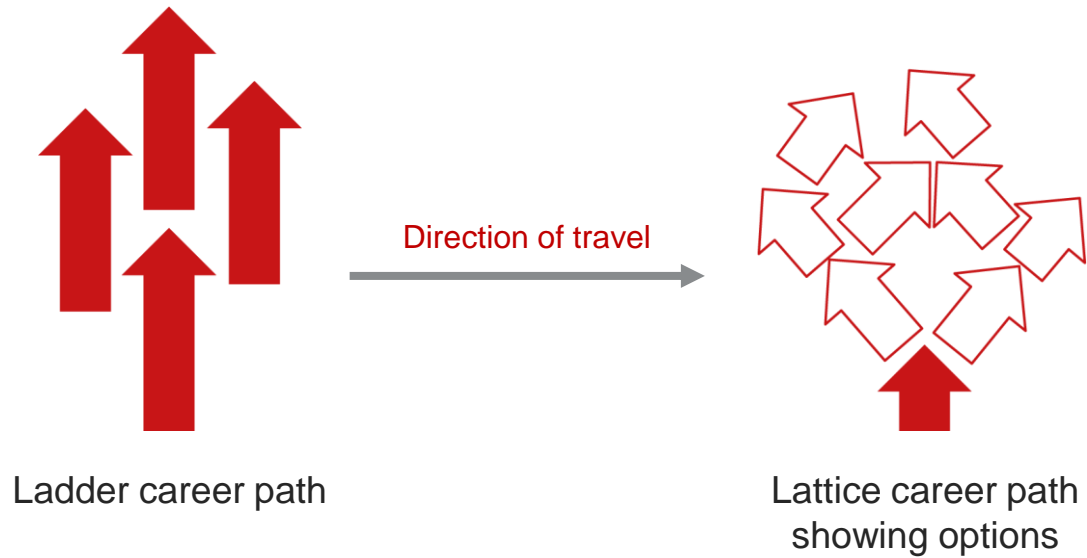
Technology in accounting



Evolving workplace

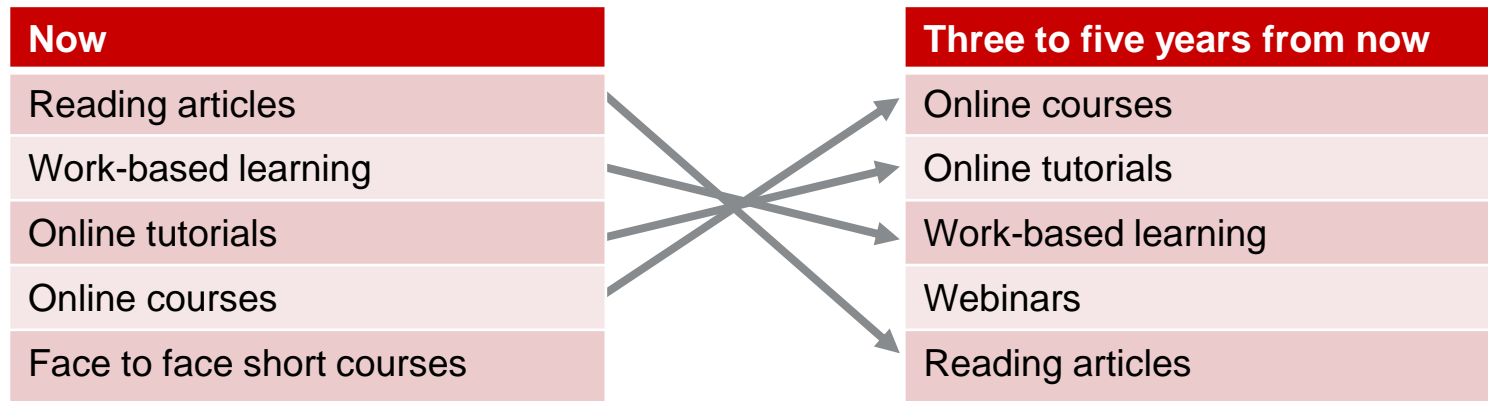


Flexibility in career



Self-curated learning

Top 5 ways to learn



Source: ACCA surveys of members and students. July 2018



Think Ahead

Preparing to change

Openness

Responsibility

Culture

Ecosystem

Openness – the continuous learning mind-set

Continuous learning is an essential mind-set

'If you are closed to learning, then that's going to be quite a career limiting attitude'

44%

Of ACCA students and affiliates see their professional body as their main source of learning in the workplace

Responsibility



Employees want to be in the 'flow of work'

Employers and their learning teams cannot manage this

- Traditional comfort zone
- Perceived external pressure

Culture

‘You actually teach your people to learn rather than teaching them what they need to do in their job’



Think Ahead

Future Learning Landscape

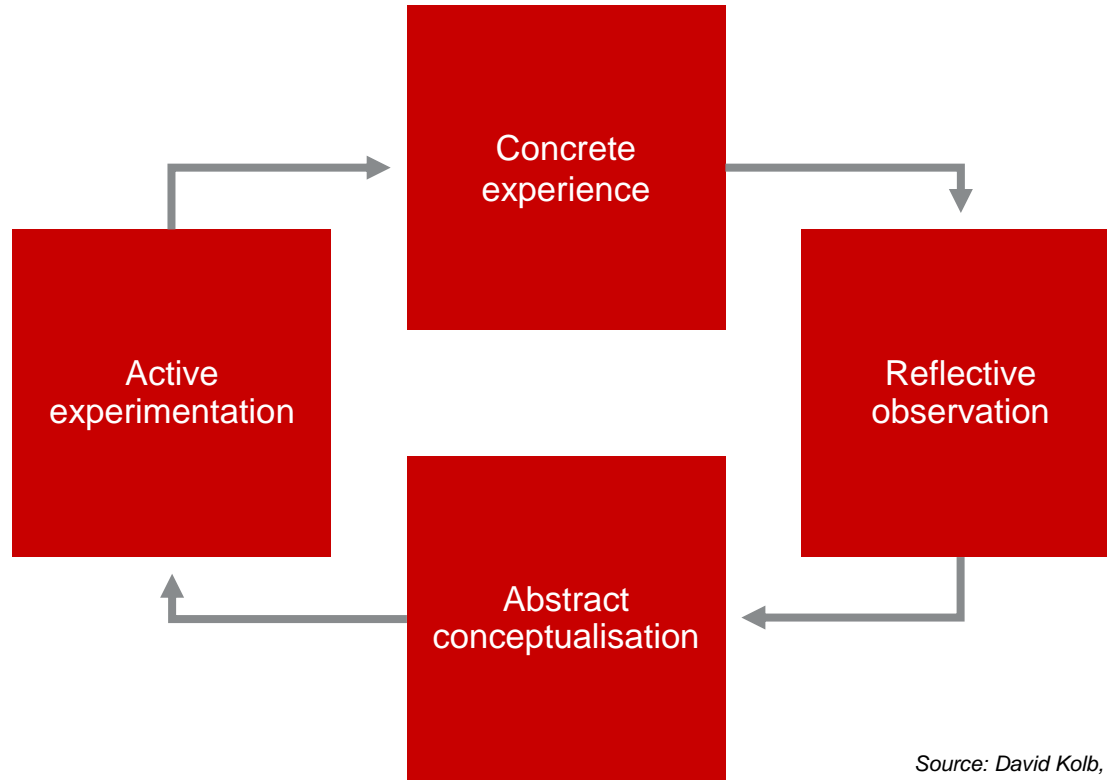
Constants

Different
needs?

TEL and
open access

L&D
community

Constants



Source: David Kolb, *Experiential Learning*, 1984

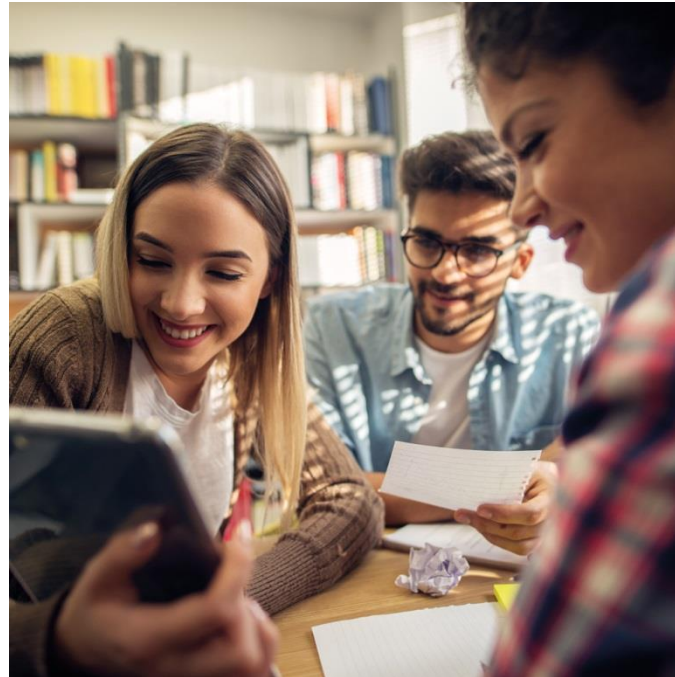
Different needs?

Knowledge as an asset
– learn how to apply
knowledge not to
retain knowledge

Social learning
enables us to connect
and reinforce our
learning experiences

TEL and open access

- Changing landscape of learning
- Learners in control
- Ease of access to rich content
- Forget what you have done – do what you need to do!



Today

- Organisers of structured learning
- Developers of programmes
- Schedulers of events
- Advocates of the informal
- Linked to HR
- Players in talent agenda



Tomorrow

- Curators of knowledge
- Coaches and advocates of development
- Closely aligned to business goals
- Users of structured as a last resort
- Linked to knowledge as much as HR
- Leaders in the talent agenda



Think Ahead

**For more information
visit accaglobal.com**