

Details & Registration at:
www.learningexecutive.com/



What is the benefit of learning in cohorts rather than individually?

JBA/ELE Leading L&D Experience Cohort Learning with the ELE Community

5 weeks: Starting September 7, 2022



“Cohort learning isn’t really just learning; it’s learning and knowledge-sharing and relationship-building.” --Josh Bersin

FEATURED THOUGHT LEADERS



Cameron Hedrick
Citi



Josh Bersin



Pamay Bassey
Kraft Heinz



Matt Burr
Nomadic



Bala Swaminathan



Dirk Tussing
ELE Moderators

Join ELE's cohort to get hands-on, practical guidance and time-tested wisdom from two of the profession's most accomplished and well-respected CLOs, including Pamay Bassey, chief learning and diversity officer at the Kraft Heinz Company, and Cameron Hedrick, CLO at Citi.

From a time, commitment, it's super easy. JBA Leading L&D's cohort learning design is semi-synchronous—whenever you fit an “hour/week” in your schedule to experience this global cohort.

Details & Registration at: <https://www.learningexecutive.com/evt/leading-l-and-d-1/>

Leading L&D

Like so many aspects of our work and professional lives, learning has changed dramatically over the past few years. *Leading L&D* will dig into these changes and offer tools for developing new strategies that align with what both employees and organizations need to thrive. Learners will get hands-on, practical guidance and time-tested wisdom from two of the profession's most accomplished and well-respected CLOs, including Pamay Bassey, chief learning and diversity officer at the Kraft Heinz Company, and Cameron Hedrick, CLO at Citi.

Built especially for learning professionals, *Leading L&D* will be accessible to and transformational for anyone who has a stake in the way organizations learn, adapt, and grow.

Key Featured Voices will include:

[Pamay Bassey](#), chief learning & diversity officer, The Kraft Heinz Company

[Cameron Hedrick](#), CLO, Citi

[Matt Burr](#), CEO & co-founder, Nomadic

Audience: Learning professionals at all levels

Program Type: Workshop

Key shifts and paradoxes we'll explore in the *Leading L&D* Field Manuals include:

FM 1: From Periphery to Center

Over the last couple of years, businesses around the world have come to understand the power and urgency of learning. But understanding is one thing. Changing culture to create the right conditions for learning—and allocating the time, resources, and space for this—is another task entirely. How can we make sure our organizations put learning at the core of our strategy? This Field Manual looks at tactics and examples of how to move learning off the sidelines and into the center.

FM 2: From Inputs to Outcomes

The act of learning is famously difficult to measure. How do we demonstrate the value that we provide to our people and to the business without using a laundry list of skills and capabilities as a proxy for learning? We shift our focus away from inputs and toward the outcomes of learning. This Field Manual highlights how we can effectively show the business impact of employees who are more knowledgeable, connected, and engaged with their work.

FM 3: From Individuals to Cohorts

The pressure to create personalized learning for individuals, tailored to their career paths and skills needs, has only increased. Yet more and more research shows that people learn best in groups. How do we manage this balance? This Field Manual explores the benefits to learning in cohorts and offers strategies for how to bring those benefits to your organization.

FM 4: From Executives to Everyone

The pandemic has exposed the urgent need for investing in learning and development for more than just senior leaders. How can we help leaders share and model what they've learned to the entire organization? What steps can we take to open up learning and development opportunities to everyone? This Field Manual digs into the democratization of learning.

FM 5: From Training to Culture

For years, building systems of learning (on-demand, mobile, and in-the-flow-of-work) has been the primary focus of L&D professionals. But the best training in the world won't solve the business challenges we face—unless we also build a culture of continuous learning in our organizations. Which gives rise to a key question: how can we craft and maintain a real culture of learning? This Field Manual underscores the importance of communities of practice and democratic, bottom-up learning that is embedded in and valued throughout organizations.