

How are these changing the needs of individual learners?

customized learning

Personalised

More applicable courses

More demanding

Soft skills

Experience-based learning

high touch

Personalized study

Edutainment



How are these changing the needs of individual learners?

Demand for personalized learning

Personalization

Critical thinking is critical

Soft skills

Request more customized individual support

Customized learning, freedom to choose

More flexibility, innovations, experiential, value-based

Personalized studies

Shift to the soft



How are these changing the needs of individual learners?

Experiential learning

Flexible programmes

Online learning. New methods of teaching/learning. Customization.

Smart entertainment with challenge

Mass customization

more focus on (interdisciplinary) design thinking

Be ready to rearrange your way of teaching

High touch

Growth mindset



How are these changing the needs of individual learners?

Learning agility

Soft skills

mindset issues

shorten learning cycle, no trained teachers for the specific needs

Accessible digitization

Short and intense programs with using it tools

Learning on the job

Expert guidance, not curriculum driven

Short courses



How are these changing the needs of individual learners?

Personalized study

Demystified AI

They become KPI oriented, waiting for less homework, but better result

The desire for purposeful learning

Believe in yourself

Purpose from learning, blended learning

In the forms blended learning

Stacked learning

D



How are these changing the needs of individual learners?

More adaptive, creative, short focused programs



How are global shifts changing the needs of employers?

Alternative workforce

Capabilities over knowledge

Partially

Leadership development

intercultural capabilities

Professional oriented

New capabilities are needed

Wants sustainable workers

Problem solving in real time



How are global shifts changing the needs of employers?

Increased use of corporate academy as the quality provider versus to abstract university curricula

Search for new HR technologies

More flexible arrangements

Agile projects

Focus on employer branding

More short courses/ learning by doing/ practice oriented programmes

new skill-set

Seek agility, open mind, resilience, reinvention skills, strong values, collaboration

Flexibility



How are global shifts changing the needs of employers?

Be faster

Multifunctional workers

teambuilding

Responsible

Task oriented

Working with virtual and multicultural teams

Need to rethink own role as employer

Shorter cycles

Diverse & respectful workforce



How are global shifts changing the needs of employers?

Short life cycles

Short focussed programs

teamworking

Repeated stages of learning throughout the career progress

Set of soft skills

Erosion of core staff Rise of gig workers

Generalists instead of specialists

require more entrepreneurial and "soft" skills

Responsibility beyond bottom line



How are global shifts changing the needs of employers?

Mindset and attitude instead formal education

True leadership

Multiple language versions of games and car studies

Agility

Sustainability, diversity, growth with reduced resources

Value and mission driven, purpose and impact

Growth with reduced resources, innovation driven

Have to be able to adjust very quickly

Employers should invest more money in people training and development to create multifunctional employees

How are global shifts changing the needs of employers?

Long life learning

global recruitment capabilities

We have to be willing to reinvent ourselves - willingness vs resistance is the biggest challenge

How is demand shifting for learning interventions?

creative practices
experiential learning
wholistic approach
systems thinking

What changes need to be unlocked inside our schools?

Develop new kpi-s

experiential learning

Learning vs teaching

Faster changes

Develop cooperations among stakeholders

Use of AI and ed tech

Love not money

Hiring of the new experts

Decentralised budgets to deliver customized learning solutions



What changes need to be unlocked inside our schools?

New formats of education

high touch environment

Learning orientation vs teaching orientation

Teachers training, responsibility

Old ways of thinking

drive societal impact

Collaboration enabling Silo management

New generation leaders

International cooperation



What changes need to be unlocked inside our schools?

Collaborations

creative environment

Intellectually

Use of blended approaches: games, theory, discussion, coaching

Less burocracy

New formata of the education

Participatory methods in teaching and also in management

Establish top-down and bottom-up flow

We have to be willing to reinvent ourselves - willingnes vs resistance to change is the biggest challenge



What changes need to be unlocked inside our schools?

to become the ambassadors of change and start with ourselves

Better cooperation with business

Reinventing the balance of research and relevance

constant updated it

Technology enablement

Change of the mindset - from traditional to think out of the box

Cooperation vs competition for resources

Forget about publication pressure, more focus on what resonates with partners and Learners

Excellence and relevance, soft skills development



What changes need to be unlocked inside our schools?

Own creativity, walking the talk, flexibility

Alliance with different stakeholders - business, public

Faster changes

Establish top-down and bottom-up information flow

Use of new solutions originating at other places, but not necessarily from Western Europe exclusively

Less bureaucracy

Excellence and relevance

excellence and relevance

excellent and relevant education and research

