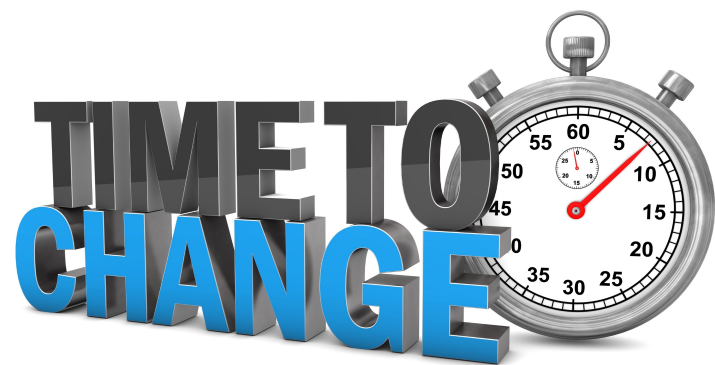
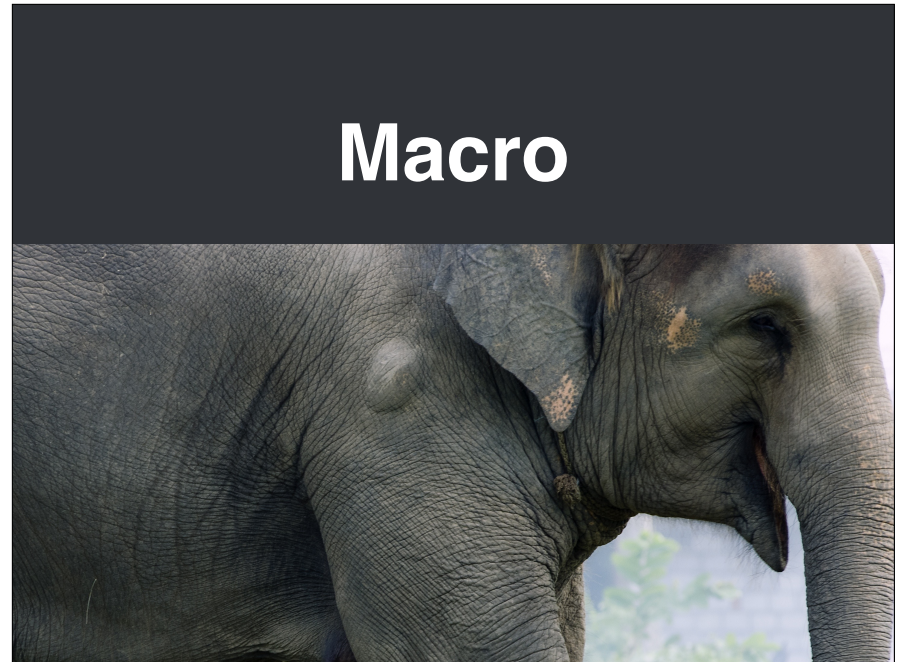




Association for
Talent Development



Macro





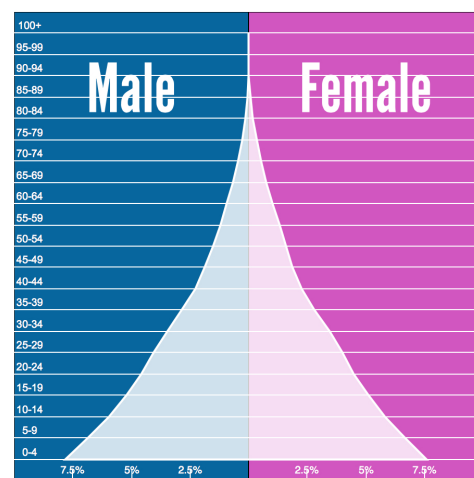
Demographic Trends

- Population by 2025 –
- 2020 median age in
 - Europe: 43
 - China: 38
 - Africa:
- Working-age population has peaked in China and South Korea
 - India
 - Germany



source: pwc

**AFRICA
2015** Population: **1.166.239.000**



Link to this graph: <http://populationpyramid.net/africa/2015/>



2006: Expanding the innovation horizon



2008: The enterprise of the future



2010: Capitalizing on complexity



2012: Leading through connections



2013: Customer Activated Enterprise

Fit for the future Capitalising on global trends



1,344

CEOs in 68 countries

39%

of CEOs are very confident about their company's growth prospects
See page 5

86%

of CEOs recognise the need to change R&D and innovation capacity

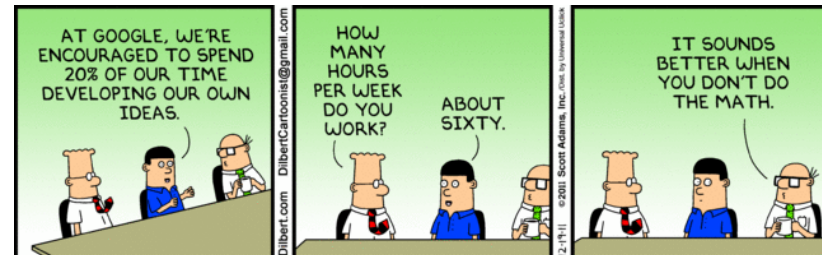
17th Annual

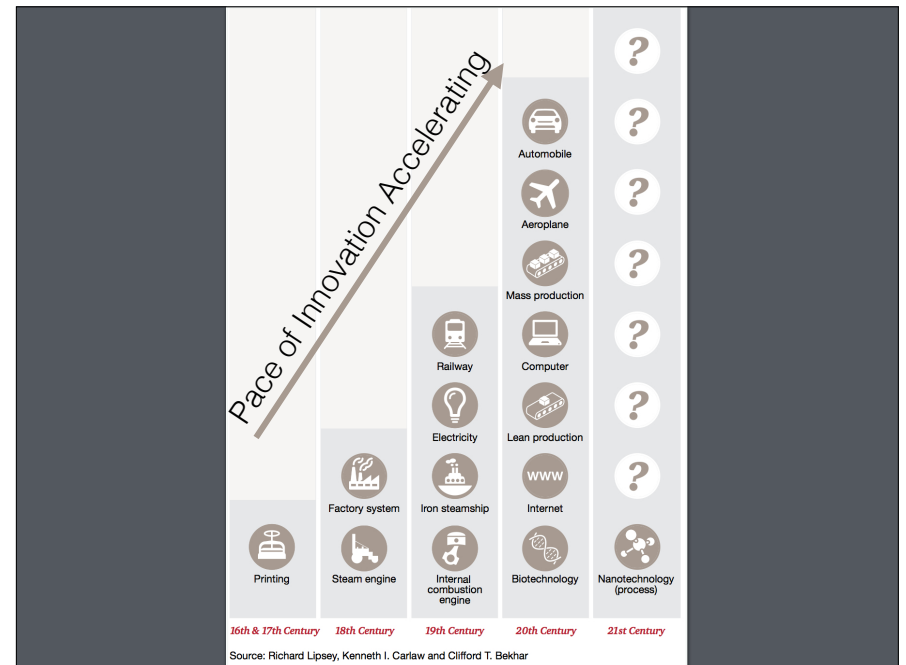


Dennis Nally
Chairman, PricewaterhouseCoopers

86% of CEOs recognize the need to change R&D and innovation capacity

CEOs will have to **encourage innovation** that's both **radical and methodical...**





very successful & innovative



Talent
Development
(TD)
and
Innovation



Low demand for innovation training

Training in innovation (innovative thinking and managing innovation) is still an afterthought in most organizations

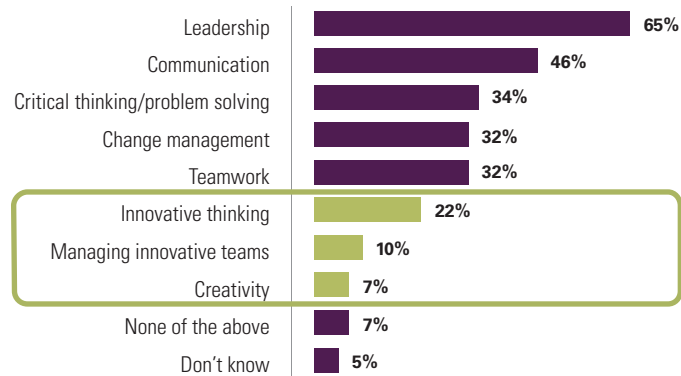
BCG

THE BOSTON CONSULTING GROUP

FIGURE 22:

PROGRAMS MOST IN DEMAND BY YOUR BUSINESS PARTNERS

What types of programs are most in demand by your business partners? (Please indicate the top three.)



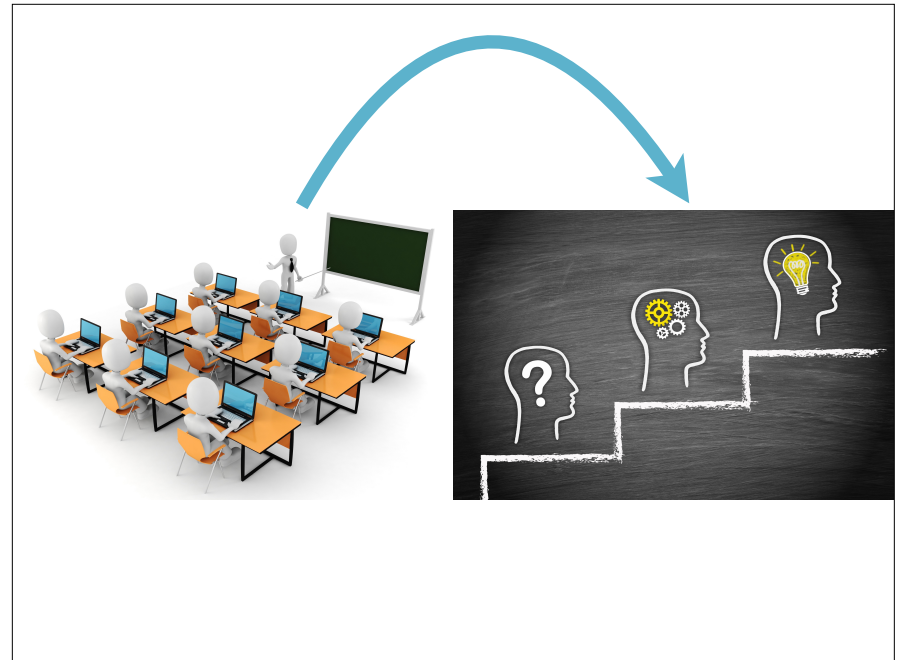
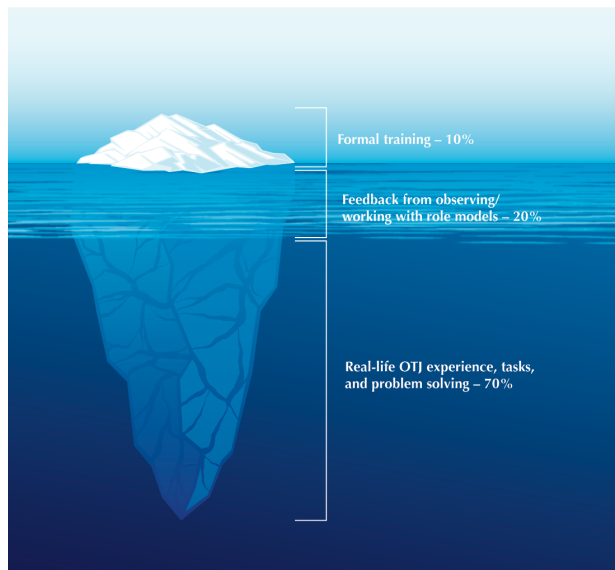
atd
RESEARCH

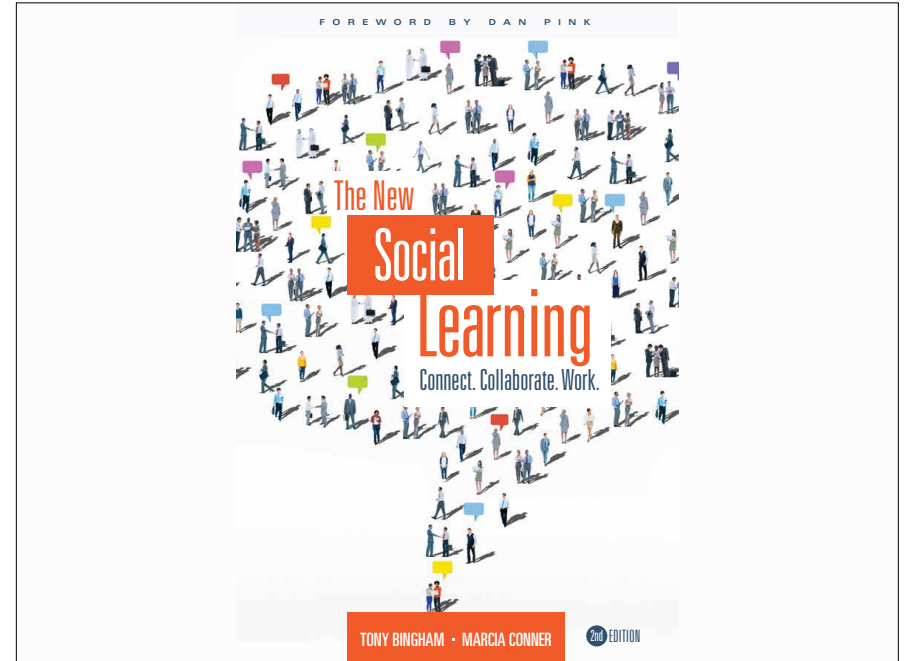
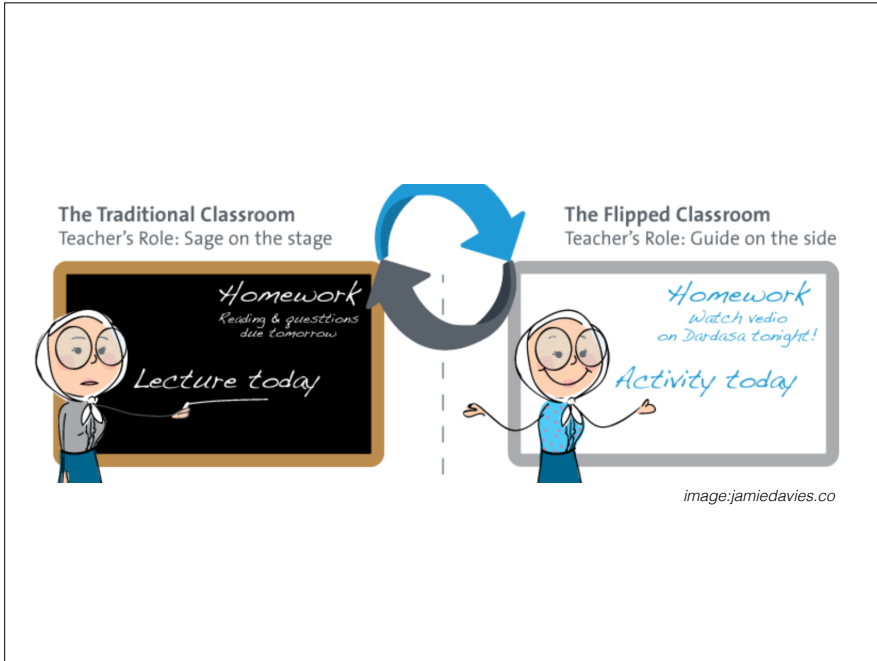


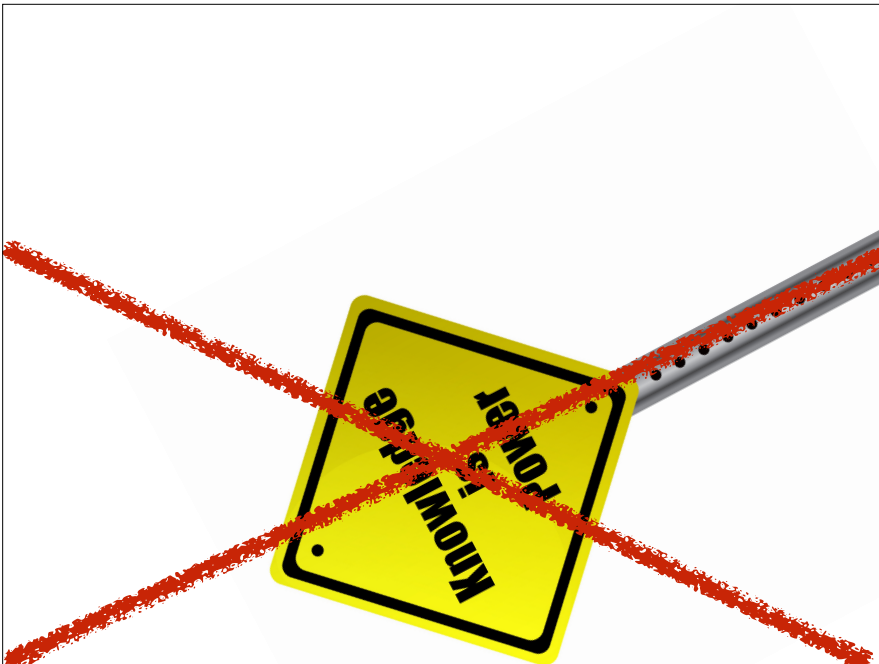
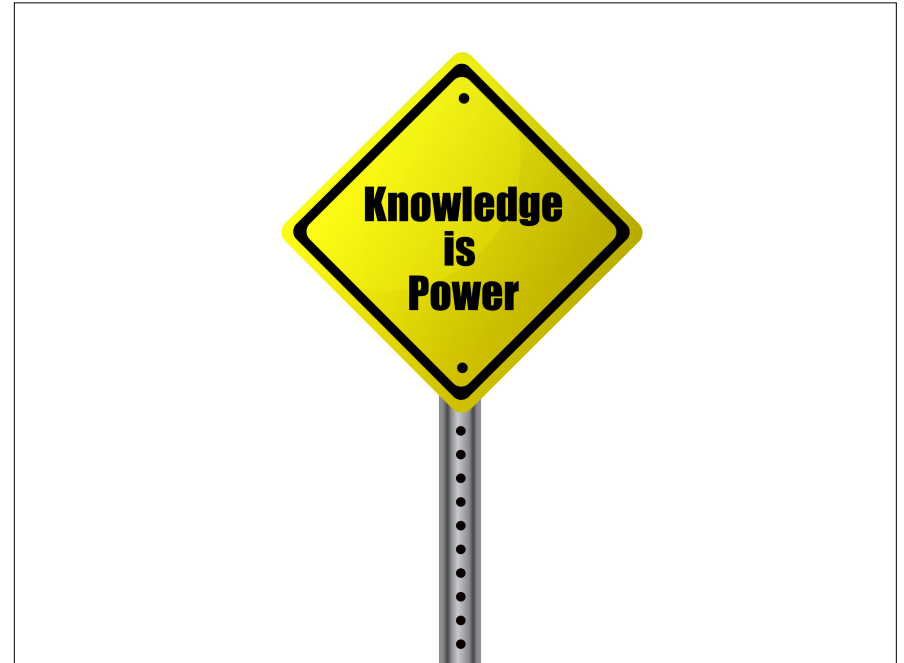


Learning is
persistent & ubiquitous

HOW DOES LEARNING OCCUR







Most Valuable Contributor

Trainers?



"A facilitator is a
bridge between
the learner and
the learning"

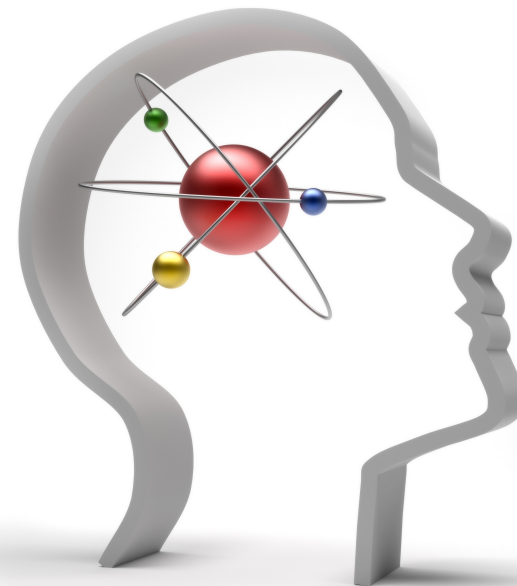
Ashok P. Das

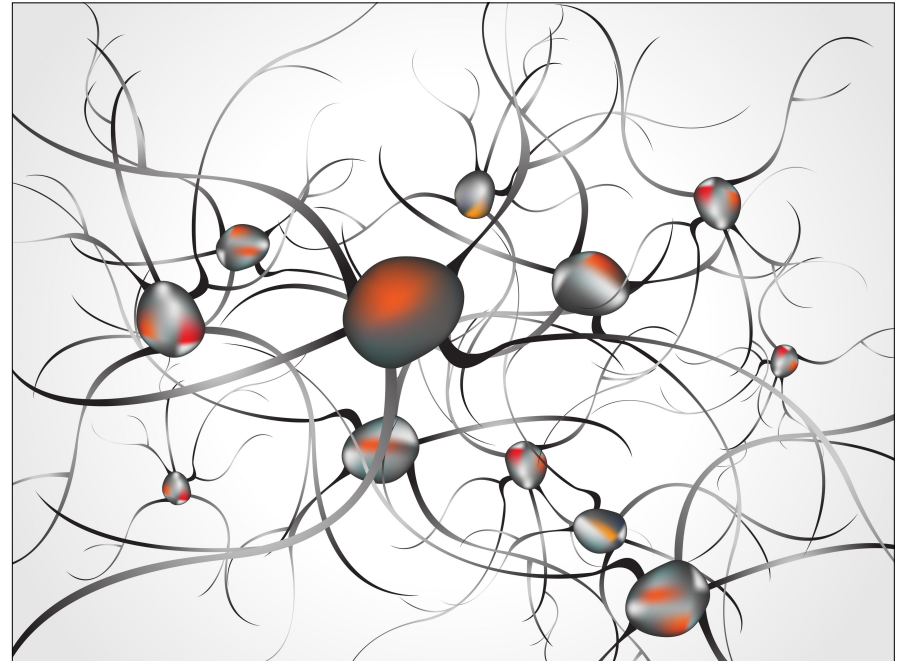
Curate

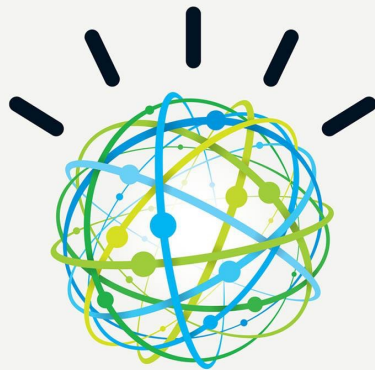
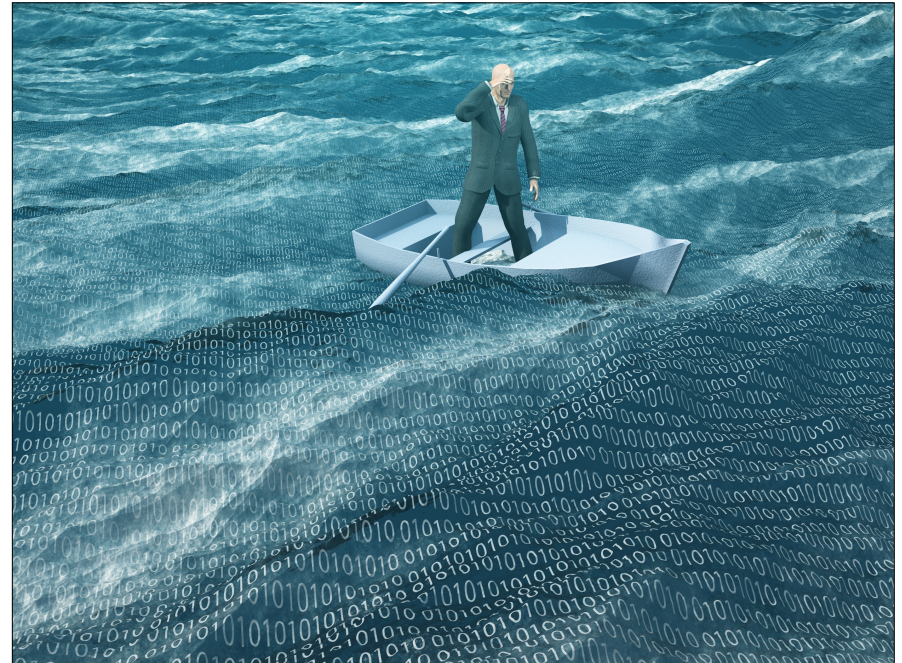
Facilitate



Science of Learning







The democratization
of knowing.



Relevance & Value



Learning is
persistent & ubiquitous



We are all responsible for
developing others

Science of Learning



Association for
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