

Building a Learning Culture



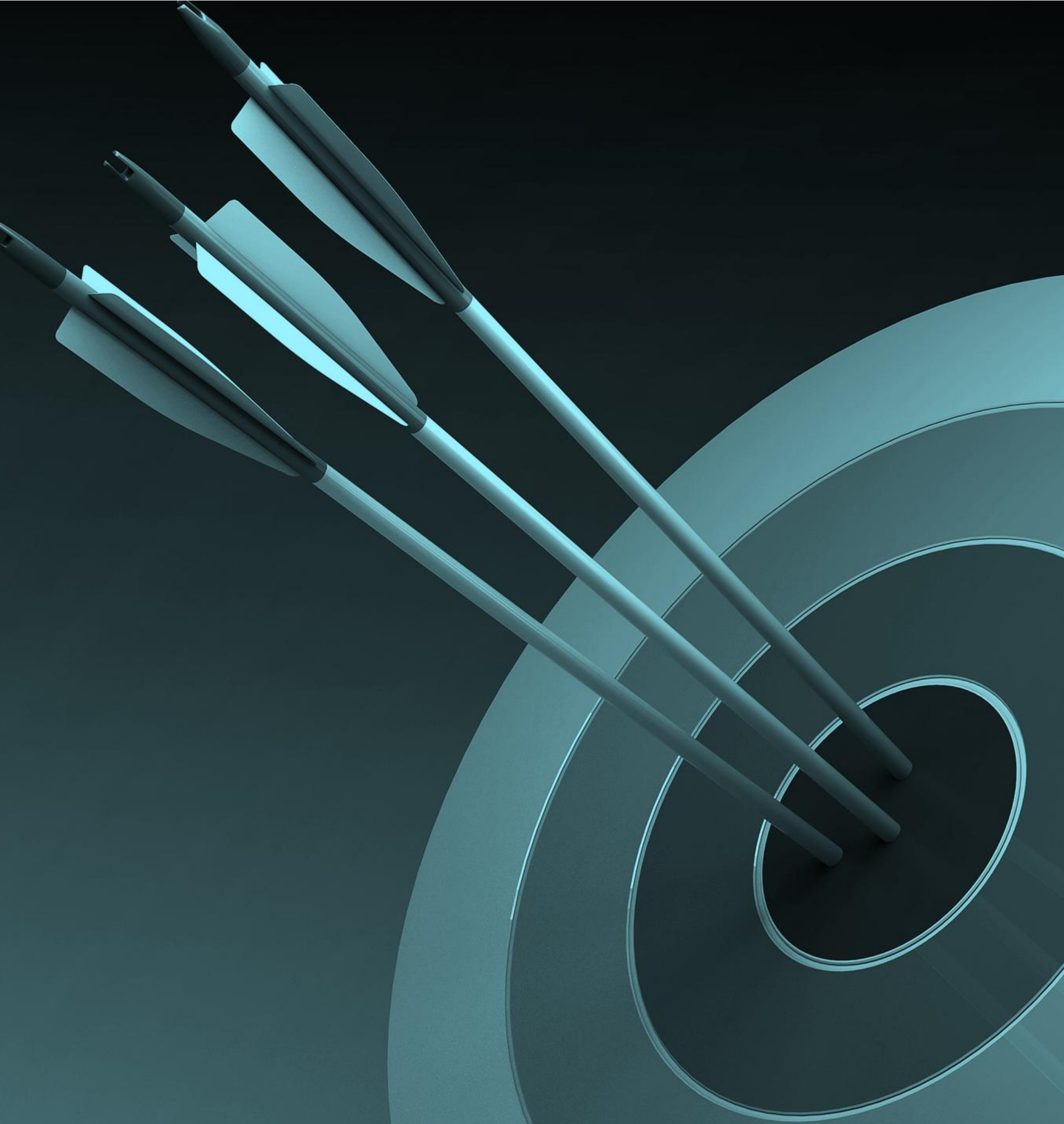
**80% of CEO's see a gap in their
employee skills as a direct threat
to their organisations.**

Korn Ferry 2025



4th Industrial Revolution

Strategic Imperative





Pam Donnelly

94% of employees stated they would stay longer at a company that invests in their career development.

Source; LinkedIn Workplace Learning Report 2025

86% of employees would consider switching jobs for better growth opportunities

Future of Jobs Report 2025

**“ Learning and Development is
NOT about training, its about
transformation ”**

Pam Donnelly



CONTEXT is king

Business Impact, ROI and Transformation

Talent Acquisition

**Career Development
Pathways**

Upskill and Reskill

**Peer Coaching &
Collaboration**

Business Strategy, Vision and Values

Talent Acquisition



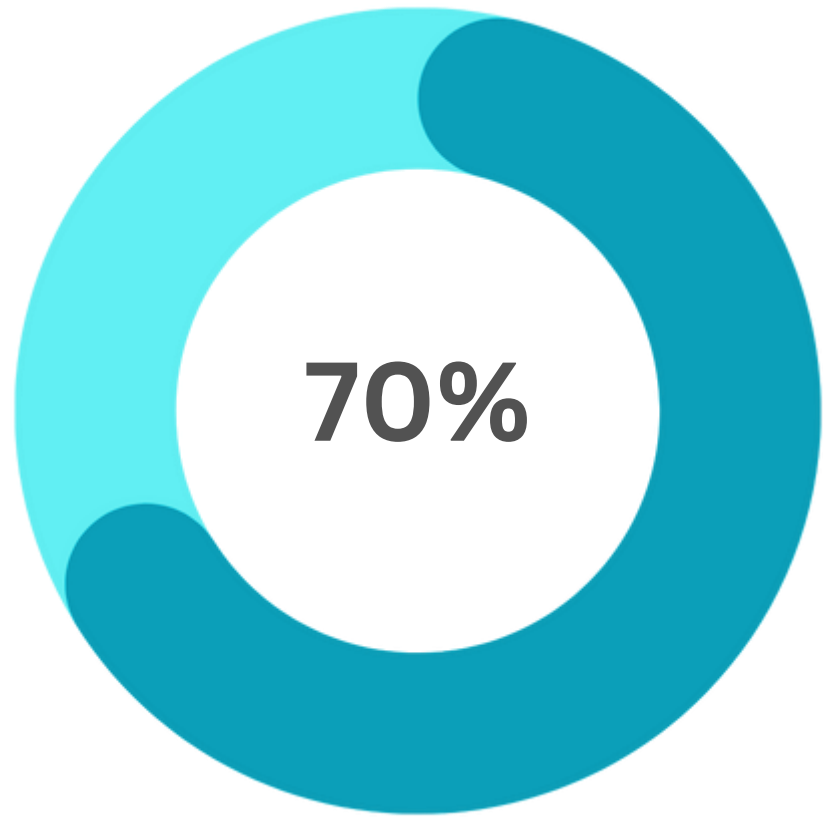
**“80% of an organisations success is
found in the front door”**

John Maxwell

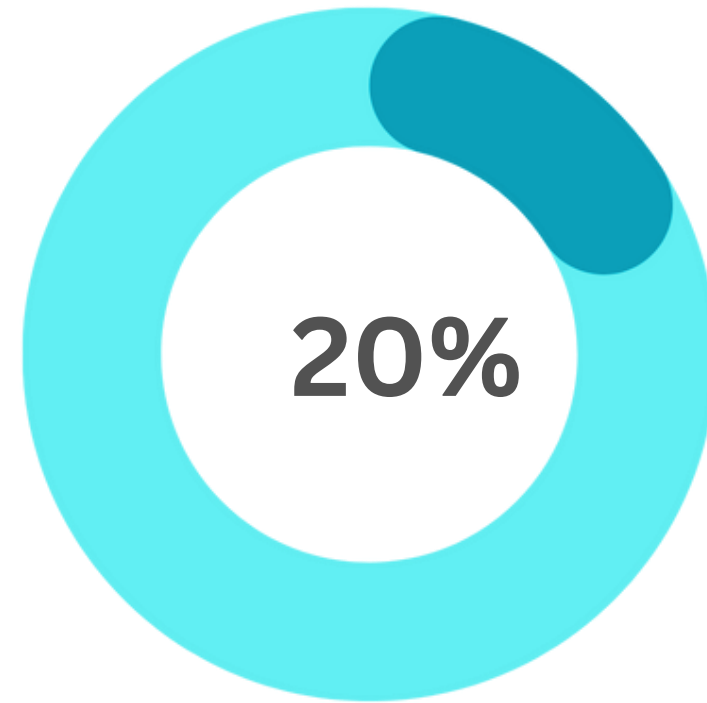
Keep them engaged, growing and thriving.....



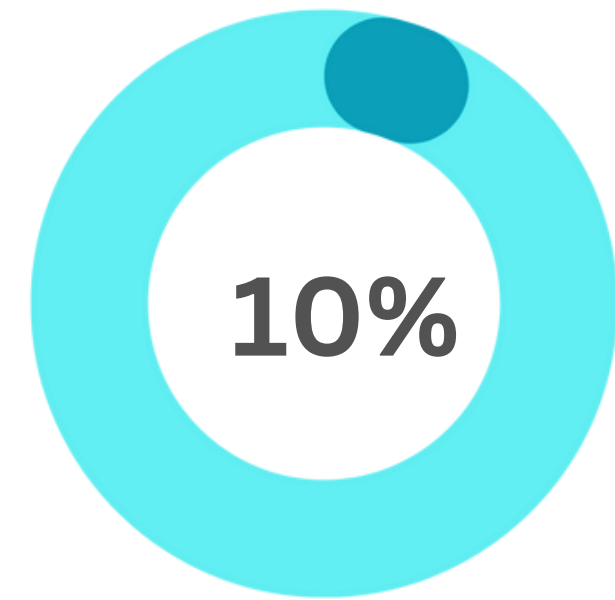
Career Development Pathways



**LEARN ON
THE JOB**



**LEARN
THROUGH
OTHERS**



**LEARN
THROUGH
FORMAL
PROGRAMMES**



**Job Specific
Pathways**

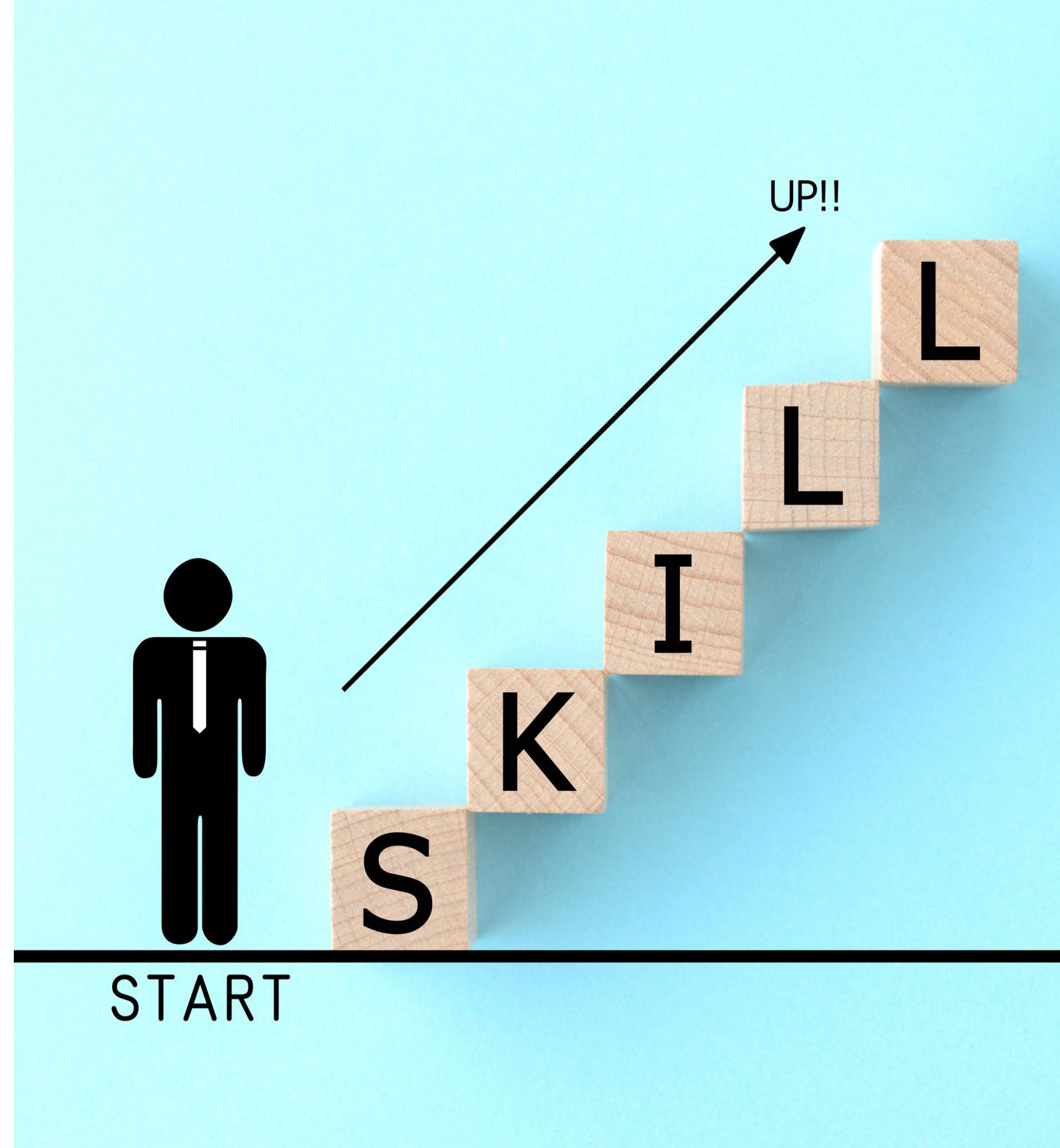


**Transitions &
Promotions**



Internal Mobility

Upskilling and Reskilling





“ If we ONLY accomplish great training, we will have failed ”

Pam Donnelly

Stretch or Business Improvement Projects





**IKEA reskilling
in the age of AI
and made \$1.4
billion doing it**

Peer Coaching & Collaborative Learning

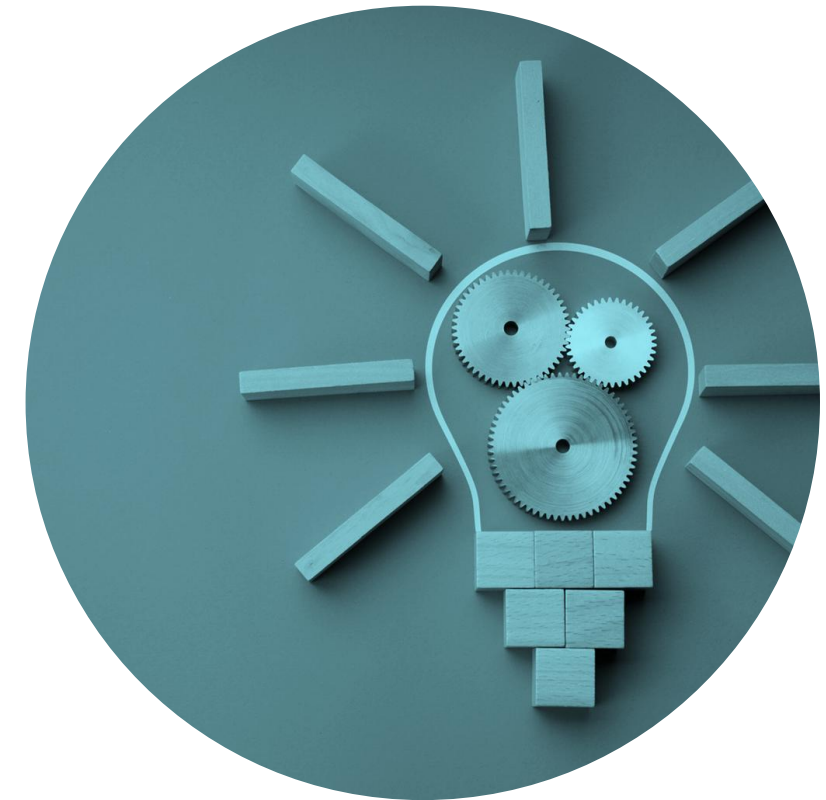




Coaching



Mentoring



**Industry
Collaborations**

“

**The quickest way to
grow your business
is to grow your
people ”**

Robin Sharma



Let's connect



Pamela Donnelly

Business Transformation. Helping Leaders & Organisations Navigate Change. Digital Lear...

