



Evolving Instructional Strategy to Keep Pace with Change

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Q: How is leadership development evolving to build the instructional strategy skills leaders need for the future of work?

A: Leadership development is adapting and evolving to build the instructional strategy skills leaders need today and for the future of work. Here are some key ways in which leadership development is changing.

Agile & Adaptive

Leadership development programs now focus on cultivating agile and adaptive leadership capabilities. This includes skills such as flexibility, resilience, embracing change, and the ability to navigate complex and ambiguous situations. Leaders are encouraged to adopt a growth mindset and continuously learn and adapt to new challenges and opportunities.

Emotional Intelligence & Empathy

As organizations recognize the importance of employee well-being and engagement, leadership development programs emphasize the development of emotional intelligence and empathy. Leaders are trained to understand and manage their emotions and to empathize with and understand the emotions and

needs of their team members. These skills foster positive relationships, trust, and collaboration, which are crucial for high-performing teams.

Inclusion

Inclusive leadership is becoming increasingly important. Leadership development programs now focus on developing leaders who can create inclusive environments, value diversity, and leverage diverse perspectives. Leaders are trained to recognize and address unconscious biases, foster inclusivity, and create opportunities for all team members to contribute and thrive.

Collaboration

Collaboration and cross-functional teamwork is increasingly important. Leadership development programs now place greater emphasis on developing collaboration and team leadership skills. Leaders are trained to foster a collaborative culture, facilitate effective communication and teamwork, and build high-performing teams that can work together to achieve organizational goals.

Ethics

With growing societal expectations and

the need for ethical decision-making, instructional strategy for leadership development programs are increasing focus on developing ethical and responsible leaders. Leaders are trained to consider the ethical implications of their decisions, demonstrate integrity, and promote ethical behavior throughout the organization. They are encouraged to lead with a sense of purpose and social responsibility.

Lifelong Learning

Leadership development is shifting towards a mindset of continuous learning and lifelong development. Leaders are encouraged to be curious, embrace a growth mindset, and actively seek opportunities for self-improvement. Development programs emphasize ongoing learning, mentoring, coaching, and networking to support leaders in their growth journey.

Cultural Competence

In an increasingly globalized and diverse workforce, some leadership development programs now focus on building global and cultural competence. Leaders are trained to appreciate cultural differences, adapt leadership styles to diverse contexts, and effectively lead virtual and remote teams. They develop cross-cultural communication skills and the ability to

navigate cultural nuances.

Q: What emerging trends or changes in leadership are you paying attention to? How do these impact your instructional strategy and training approach?

A: Leadership trends are rapidly evolving to meet the demands of today's business landscape. The modern leader must be adaptable and overcome new challenges to effectively manage their teams.

Resilience

Key focus areas include developing resilience to confront adversity head-on instead of shying away. Leaders must clearly communicate organizational values and consistently deliver on them to connect work to larger meaning. They need to prioritize respect when managing team conflict rather than seeking popularity.

Leaders contribute most when they align individual goals to company objectives in support of the broader mission. Great leaders hone mentoring skills to develop team members through knowledge sharing. They operate effectively amid uncertainty by translating ambiguity into clear direction. Leaders foster a culture of agility and excellence through

decisiveness and transparency. They also hold team members accountable to uphold standards. During organizational change, leaders must navigate their own and their team's emotions.

My training approach focuses on developing strengths in these critical areas to equip leaders to meet modern challenges. Exercises emphasize resilience, alignment to company values, addressing team conflict, goal setting, mentoring, decisiveness, and accountability. Programming is adjustable to an organization's specific leadership needs.

Q: With AI and other technologies helping automate more routine tasks in instructional design, what tasks remain uniquely human?

A: Human expertise remains vital for instructional design tasks like conducting needs analyses work. Needs analyses leverage human skills to identify specific organizational learning requirements, goals, and performance gaps. Instructional designers gather data, conduct interviews, and analyze context and learner needs to determine the most appropriate solutions.

Learning Theory and Methods

Comprehensive curriculum and training program design also requires human judgment. Instructional designers structure

the learning journey by identifying key objectives, sequencing content, and selecting effective instructional strategies and assessments to meet desired outcomes. They consider factors like audience, environment, and resources to create coherent, effective programs.

Learner-Centered Design

Though AI assists with content generation, instructional designers must create and adapt materials to match objectives and learner needs. They have the expertise to present complex information clearly and engagingly while ensuring alignment with organizational goals.

Tailored Learning

We select and tailor instructional strategy like problem-based learning or simulations to align with objectives and learners. Designing impactful assessments and evaluation strategies are also key to determining the effectiveness of learning initiatives.

Learner engagement and motivation benefit from human creativity. Instructional designers incorporate interactive elements, storytelling, and even gamification to motivate active participation.

Adapting training to diverse learners requires considering learner backgrounds,

language, and accessibility.

Collaboration among stakeholders is also vital as instructional designers facilitate communication among stakeholders to understand unique needs and foster collaboration.

Yes, AI is beginning to assist with instructional strategy, instructional design, human expertise in needs analyses, program design, content creation, strategy selection, assessment, learner engagement, and collaboration remains indispensable.

Q: What is exciting or concerning about how organizations are adapting their instructional strategy to new realities?

Agile Change Management

Traditional change models often followed a linear and sequential process. However, the rise of agile methodologies has influenced organizational change and development models. Agile approaches emphasize flexibility, adaptability, and iterative cycles of planning, execution, and evaluation. This allows organizations to respond more quickly to changing circumstances and adjust as needed.

What is exciting is that agile approaches enable organizations to be more responsive and adaptable, fostering a culture of continuous improvement and innovation. They support faster decision-making,

enhanced collaboration, and the ability to seize opportunities in dynamic markets.

What is concerning is that agile approaches may require significant mindset shifts and organizational restructuring. Some organizations may struggle with the inherent uncertainty and lack of detailed planning associated with agile methodologies. Additionally, transitioning to agile may require additional training and support for employees to understand and embrace the new ways of working

People First

Organizational change and development models are increasingly embracing a human-centric perspective, considering the impact on individuals and their experiences throughout the change process. These models recognize the importance of employee engagement, communication, and addressing resistance to change.

What's exciting is that human-centric approaches prioritize employee well-being, engagement, and empowerment. By involving employees in the change process and addressing their concerns, organizations can foster a positive and supportive environment. This can lead to increased employee satisfaction, productivity, and successful change implementation.

What is concerning is that implementing human-centric approaches to instructional strategy requires a significant investment

of time, resources, and leadership commitment.

Employee Engagement

Organizations may face challenges in effectively engaging and communicating with employees, particularly in large or geographically dispersed organizations. Additionally, addressing resistance to change can be complex and may require additional support and training for leaders and change agents.

As digital technologies continue to advance, organizational change and development models now need to incorporate digital transformation considerations. This involves leveraging technology to drive change, digitizing processes, enabling remote work, and fostering a digital culture.

What is exciting is that digital transformation integration allows organizations to streamline operations, enhance collaboration, and leverage data for decision-making. It opens up opportunities for new business models, improved customer experiences, and competitive advantages. Additionally, digital tools can facilitate communication, learning, and knowledge sharing during change initiatives.

What is concerning is that integrating digital transformation into change efforts may be challenging for organizations that lack an overall instructional strategy

and digital readiness or have outdated technology infrastructure. There may be concerns about data security, privacy, and the potential displacement of employees due to automation. Organizations need to ensure that digital transformation aligns with their strategic goals and that employees have the necessary skills to navigate the digital landscape.

Q: What changes do you see in expectations for the skill and capability needs of learning and talent development professionals?

A: The increasing integration of technology in learning and talent development requires professionals to be proficient in digital tools, learning management systems, e-learning platforms, and other technology-enabled solutions. They should also be able to leverage data and analytics to measure learning outcomes and make data-driven decisions.

With rapidly changing business landscapes, learning and talent development professionals need to stay abreast of emerging trends, technologies, and industry best practices. They should be agile in adapting their approaches to meet evolving organizational needs and be proactive in identifying skill gaps and addressing them through targeted learning interventions.

There is a growing emphasis on creating engaging and immersive learning experiences. Professionals should possess

skills in instructional strategy, instructional design, content development, multimedia production, and user experience design. They should be able to design and deliver learning programs that cater to diverse learning preferences.

Learning and talent development professionals should have the ability to collect and analyze data to measure the effectiveness of learning initiatives. This includes assessing learner performance, tracking learning outcomes, and identifying areas for improvement. Data-driven decision-making is crucial for optimizing learning programs and demonstrating the impact of learning interventions on organizational goals.

Learning and talent development professionals often work closely with subject matter experts, managers, and employees across the organization. They should possess strong interpersonal and communication skills to build collaborative relationships, gain buy-in for learning initiatives, and facilitate knowledge sharing and collaboration among employees.

Professionals in this field should have an understanding of cultural differences and possess the skills to design inclusive learning experiences that cater to diverse learners. They should be able to create an environment that respects and values individual differences, promotes equal opportunities, and fosters a culture of inclusion and belonging.

Learning and talent development professionals play a vital role in driving organizational change and supporting leadership development initiatives. They should have a good understanding of change management principles, be skilled in influencing and motivating employees, and be able to effectively communicate the benefits and objectives of learning programs to key stakeholders.