



November 15-16  
Las Vegas, Nevada

## Agenda

### Day 1 - November 15, 2018

#### Registration/Breakfast

7:00 a.m. – 8:00 a.m.

#### Welcome Remarks

7:55 a.m. – 8:00 a.m.

#### Opening Keynote

8:00 a.m. – 9:00 a.m.

#### L&D Hot Topic Power Talks

9:10 a.m. – 10:20 a.m.

Workforce L&D's "Hot Topic Power Talks" are designed to provide insightful and sophisticated commentary on some of the most interesting learning and development issues workplaces are facing for 2018 and beyond.

#### **The Latest L&D Research and Trends on How to Empower Today's Workforce**

9:10 a.m. – 9:30 a.m.

Right now, there's a demand to address the digital skills gap, to customize learning experiences, to address technical challenges ADDIE poses. What's happening right now to move the L&D needle to improve the digital skills gap, scrap the one-size-fits-all approach to learning, and design and develop agile, robust L&D-based frameworks? This *Hot Topic Power Talk* will give you a bird's eye view into how new techniques and areas of focus are being used to revamp L&D in ways designed to empower talent like never before.

#### **Evaluating Your Training Needs: 10 Essential Elements to Elevate Your L&D Program**

9:35 a.m. – 9:55 a.m.

Where should you invest your training dollars and why? The needs of each workplace are unique, so it's important to evaluate your individual situation to discern what you really need and why. This *Hot Topic Power Talk* will teach you fundamental principles to consider when evaluating your training needs that can be applied to any workplace of any size in any industry.

#### **Top Soft Skills Your Staff Needs to Have: Why They're Important and How to Convince Your C-Suite They're Worth the L&D Investment**

10:00 a.m. – 10:20 a.m.

How can you make the case to the C-suite that you need capital investments into learning and development-based initiatives if you can't give them cold, hard stats supporting your position? Well, you

can't! Senior leadership invariably will want to know what the anticipated, bottom line return on the investment will be before signing off and giving you the buy-in you need to proceed. So, how does one measure the ROI of L&D, especially for things like soft skills? *Hot Topic Power Talk* will discuss ways to measure to return on investment of soft skills in today's workplace.

### **Refreshments, Networking & Exhibits Break**

10:20 a.m. – 10:45 a.m. (*Exhibits open at 10:20 a.m.*)

### **Drafting and Building Assessment Questions for New Training Curriculum**

10:45 a.m. – 12:00 p.m.

This hands-on session will walk you through how to construct assessment questions for new training curriculum. You'll learn winning strategies as our L&D experts share best practices for how to lay the groundwork, step by step.

### **Lunch, Networking & Exhibits**

12:00 p.m. – 1:00 p.m.

### **The Neuroscience of Engagement: The Latest Science-Backed Strategies for Optimizing Your Training for Adult Learners**

1:00 p.m. - 2:15 p.m.

It's important to recognize key neurological differences that contribute to how adult learners in your workplace are able to receive and process important information you need them to know—and follow. What does the latest research into the adult mind tell us about the optimal conditions for learning? This session has got you covered, with the latest research on:

- Why what you currently may be doing to teach adult learners is backfiring—and how to correct your mistakes
- Examples of microlearning that adult learners seem most receptive to
- How to develop learning and development programs that resonate with all generations of your workforce
- Examples of some of the best mobile learning-based initiatives specifically designed for adult learners
- And more!

### **Refreshments, Networking & Exhibits Break**

2:15 p.m. – 2:40 p.m.

### **Energize Your Mandatory Compliance Training Programs: Innovative Strategies to Motivate Your Employees and Make Your Message Stick**

2:40 p.m. – 3:55 p.m.

You've seen the look that employees give when you tell them they must complete a mandatory compliance-based training. But, that gazed-over look of boredom doesn't have to be the norm. This session will provide real-life examples of how today's most innovative businesses are making mandatory compliance-based training on harassment, safety, and other fundamental topics fun, engaging, and

most importantly, memorable—so employees are well trained to do the right thing. You'll walk away with many nuggets of useful information you can begin incorporating into your mandatory compliance training-based initiatives that are sure to help move the needle on your workforce's perception about mandatory on-the-job learning.

### **How to Achieve Exceptional Project Management**

4:00 p.m. – 5:00 p.m.

The challenges and the timelines you face with respect to your L&D projects aren't all the same. And, there are many variables at play that can significantly impact your outcomes. So, it's very important that you're prepared with a strategy useful techniques and approaches for managing your L&D projects with as much ease as possible. This game show style experience will include an instructional designer, a project manager, and an end client who will discuss the benefits and shortcomings of a project plan that's revealed to the audience. Then, it's game on! Each panelist will select from categories and be presented with some true-to-life project challenges. How will they respond? Do they see things the same way? Are there any important insights they each bring to the table that the others may not have yet considered? This session is designed explore how to successfully manage the roadblocks that could derail an L&D project if you aren't careful. The idea is that you'll walk away from this discussion with some cool tips for managing:

- Unexpected complexities concerning subject matter complexities
- Conflicting SME priorities
- Seemingly endless feedback loops
- The ongoing challenges of going live amid functionality concerns
- And other variables that could hinder your L&D project development "game"

### **Networking Reception**

5:00 p.m.

### **Exhibits Close for Day 1**

6:00 p.m.

## **Day 2 - November 16, 2018**

### **Breakfast & Exhibits**

7:00 a.m. – 8:00 a.m.

### **BLR Solution Demo: HR.BLR.com and Training Today**

7:15 a.m. – 7:30 a.m.

Join BLR's sales team for a dynamic demonstration showcasing the power of BLR's resources. You won't want to miss this high-energy talk where we'll announce the conference raffle winner. You must be present to win, so we hope you can join us!

### **Opening Announcements**

7:55 a.m. – 8:00 a.m.

## **Day 2 Keynote**

8:00 a.m. – 9:00 a.m.

## **Refreshments, Networking & Exhibits Break**

10:25 a.m. – 10:40 a.m.

## **Roundtable Discussions**

10:40 a.m. – 11:55 a.m.

*Workforce L&D's* roundtables are designed to give you the opportunity to engage in meaningful discussions with conference peers and our expert facilitators on some of today's most challenging learning and development-related issues. Potential topics include:

- Mobile learning
- How to enable gamification elements to work with current LMS using badging, customized activities/assessments based on learning histories
- And more

## **Lunch**

11:55 a.m. – 12:55 p.m.

## **Learning Hubs: How to Choose the Right Blended Learning/Modality Framework to Deliver Formalized Learning Opportunities *and* Support Personal Learning Paths**

12:55 p.m. – 2:10 p.m.

Today's talent craves a combination of learning-based opportunities, and that's where blended learning design comes in. By providing the workforce with personalized training to support their preferred learning paths, in conjunction with formalized on-the-job training, you're better able to meet your end goal of making talent development, a key driver of employee engagement, a priority. This session will teach you how to craft a blended learning campaign that's chock full of learning hubs designed to support your workforce learners. You'll learn:

- The many silos of blended learning—and how to define the learning hub, a learning campaign, individual learning paths, and more
- How a learning campaign can be used to address changing learning needs that fill a void that formalized training just can't deliver
- Examples of lessons, activities, and resources to include in a blended learning campaign
- Best practices for designing formalized learning opportunities with personalized learning paths
- Strategies for creating a workplace culture of never-ending learning

## **Refreshments, Networking & Exhibits Break**

2:10 p.m. – 2:35 p.m. (*Exhibits Close at 2:35 p.m.*)

## **Empathy Mapping: The Best Approach to Understanding Your Trainee Personas to Customize Your Program Design**

2:35 p.m. – 3:50 p.m.

An empathy map is a useful tool for evaluating what a targeted persona wants out of the user experience. This session will focus on ways to use empathy mapping to drill down to assess how your L&D-based activities align with the workforce's needs.

**Wrap-Up Announcements**

3:50 p.m.

[Conference adjourns]

*\*Agenda Subject to Change*