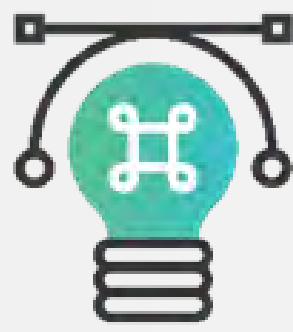
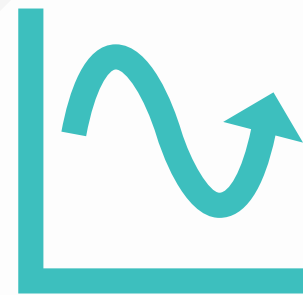


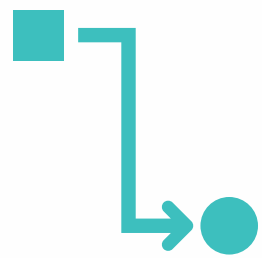
# Characteristics of Adaptive Learning Organizations



**SENSE**



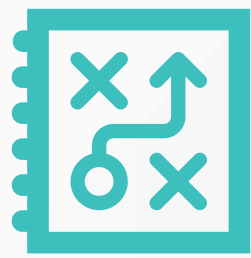
**TREND  
ANALYSIS**



**LEARNING  
IMPACT**



**DISCOVERING  
LEARNING  
NEEDS**



**DIGITAL  
STRATEGY**



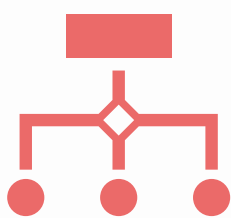
**PERSONALIZATION**



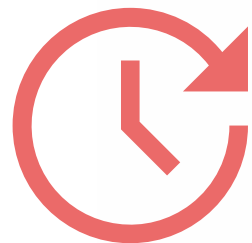
**DECIDE**



**LEADERSHIP  
CULTURE**



**ROLES &  
CAPABILITIES/  
TALENT MOBILITY**



**FUTURE  
OF WORK**



**FLEXIBLE  
CAPACITY**



**CAPABILITY  
ACADEMIES**



**EVOLVE**



**EMERGING L&D  
TECHNOLOGY**



**DESIGN  
THINKING**



**LEARNING IN THE  
FLOW OF WORK**



**AGILE  
PRACTICES**



**LEARNING  
JOURNEYS**