Improve performance through learning

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PwC’s Professional Development Program

Our annual publication highlighting the potential benefits of a strategic learning program
Dear clients and friends,

PwC’s Professional Development Program (PDP) is pleased to present our strategic training publication. Looking forward, organizations are facing many challenges related to the changes needed to respond to the ambiguity of the future of work. We know that the skills that will be needed by 2030 will be different than the skills our talent has today. Organizations need to develop strategies that move them quickly into the “future” by creating an agile, capable workforce that is responsive to change. Amplifying your learning and development strategy is no longer an option but rather a strategic business imperative. It requires rethinking how learning is viewed and creating a mindset that is focused on continuous learning and development of your talent. Learning can no longer just be “events” that take place from time to time but rather a journey throughout your career. Organizations need to create a learning ecosystem that is aligned with business strategy, and provide continuous, curated, and adaptable learning elements (videos, digital, instructor-led, elearn, webinars). More importantly, you must harness the power of the knowledge that already resides in the organization by creating more structure around on-the-job learning and promote the use of learning coaches/skill champions so that learning becomes part of the everyday culture and new skills and knowledge drive lasting behavioral change.

Today’s workforce wants to feel that they are being developed and invested in. By creating a learning ecosystem that involves everyone and allows them to participate and contribute, an organization will develop a workforce that has a growth mindset. We empower them to take ownership over their learning and development and to view learning as an everyday occurrence through their assignments, the people they work with and the formal learning elements that they consume. The advantages to the organization are a more engaged, innovative, competitive and productive workforce.

PDP has helped many organizations and we are ready to help you. Our learning consultants work with you to drive a proven process for defining business outcomes, assessing learning needs, developing learning journeys, determining criteria for learning coaches, creating custom learning elements and performance support tools, as well as crafting an evaluation strategy that helps articulate the value of learning to your business. We have over thirty years of experience in designing and managing small to large scale learning and development programs globally. We can assist you with amplifying your learning strategy to prepare your team for the future of work. We value our relationship with you and very much look forward to assisting with your learning and development needs this upcoming year. We thank you for your continued interest and participation in the PDP.

Regards,

Maryann DeJesus
Managing Director
PwC’s Professional Development Program Leader

PDP solutions and services

Customized based on your needs
PwC’s Professional Development Program ("PDP") is our team of dedicated and well experienced learning professionals specializing in the areas of performance consulting, instructional design and learning program execution.

With over thirty years experience specializing solely in the area of learning, our PDP team supplements and enriches the subject matter expertise of the firm to deliver a total value experience that meets your goals. By helping you identify skill/knowledge gaps and assess your existing learning strategy and/or curriculum we will work alongside you to close those skill gaps and help you implement a learning program that is both valuable and enjoyable.
Learning as a Journey
A strategic approach that drives change

How do you create sustained performance improvement in your organization? It takes a shift in mindset around how training is viewed in your organization. It means a change from thinking of "training" as a "one and done" event that checks a box to embracing learning and development as a continuous process. Learning that drives lasting behavior change requires a strategic plan including a variety of learning elements, opportunities for collaboration and contribution, and utilizing a full eco-system of ongoing coaching and support from your organization. We help you create a transformational learning journey that meets you where you are and provides learning experiences that align and support your future goals. We’ll also craft a plan to embed this mindset, and create a culture of continuous learning that fosters lasting behavioral change and impacts your business results.

Current State
Learning events that are tied to single initiatives or check a required box. Learning is not aligned to business strategy or deliberately designed by role.

Discovery
Understand role competencies

Preparation
Tailor learning plans to meet business objectives and learner needs

Acquisition & Application
Enhance skills through learning elements

Performance
Apply learning, reflection, obtain feedback, seek coaching

Contribution
Share knowledge, group-problem solve and add value

Future State
Learners feel driven to seek out development opportunities as opposed to feeling forced to invest their time. We create a high-impact learning culture that is inclusive of all learners, makes knowledge sharing an organizational habit, engages all key stakeholders in talent development, allows application, reflection and makes learning part of the organization’s strategic goals.

Throughout the Learning Journey, there is continuous collaboration to ensure strategic learning and business objectives are being met.
Designed to Impact Business Outcomes
Our practices make a difference

To amplify the impact of learning and development in creating performance improvement, our team of learning consultants use an industry-proven process for creating effective solutions that are tied to role-based competencies and provide practical on the job relevancy. Throughout this journey, our consultants provide strategic advice to ensure that the end results are in line with your business objectives and long term learning strategy.

Analyze
Our approach begins with focused analysis driven by high quality questions focused on the business outcomes you want to impact. Instead of asking, “what do you think the training should cover?”, we’ll uncover your team’s true learning needs and deep dive into the skills and knowledge they need to acquire for the future.

Design
Together, we’ll design learning elements that harness the power of the art and scientific theory behind adult learning, combined with the latest industry trends to engage your learners in captivating experiences that drive lasting behavior change. Our designs not only feature striking visual effects and user-friendly functions, but align with the results from the Analysis phase. This investment in instructional design defines achievable, performance-related learning objectives, content flow, interaction and assessment strategies.

Develop
With an approved “blueprint” for learning success complete, we apply the design to build learning elements that provide the best, most relevant, “wow” experiences to your learners.

Implement
We’ll help you create an implementation plan to rollout learning elements in a sequence and timing that allows your learners to develop productively. We include plans for immediate application and impactful coaching to build confidence so that learners are ready to take action that impacts your business results and increases their engagement overall.

Evaluate
With evaluation strategies, we’ll uncover not only whether your learners enjoyed the experience, but also help you gauge the success of the knowledge-skill transfer and if those new skills and knowledge are being used in a sustained fashion, not just for a brief period immediately following training completion.

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PwC’s Professional Development Program (PDP)
Your strategic consulting team

The time is now. Let us help you develop your employees and drive your business strategy forward.

Maryann DeJesus
Managing Director
US PDP Leader

Tracy Roudebush
Director

Jaime Weber
Director

Danielle VanDyke
Director

Lindsey Farrell
Manager

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Thank you