

Millennials Learn But Don't Stay! Generation Xers Stay But Don't Learn!

The dual-pronged challenge of organisational learning. The growth mindset kids that sponge-learn only stay with you for a couple of years before taking their newly minted competencies elsewhere. The fixed mindset oldies resist learning opportunities with the core of their being but stick around like a bad smell. What is a Chief Learning Officer supposed to do?

Let's be clear. There is far more going on in the above than a growth v fixed mindset split. This talk explores and explains reasons for older employees resisting learning opportunities beyond the slightly absurd argument that they suddenly developed a fixed mindset when they turned 35.

- ***Impression Management***: why it might be dangerous for older employees to learn
- ***Organisational Complexity***: what older employees have informally learned
- ***Content Delivery Myths***: why older employees might disengage with learning

The talk will conclude with some ideas to deepen learning across the entire employee base.

Bio: Dr Richard Claydon

Richard's work examines how people handle the complexity and ambiguity of modern organisational life and how creative, critical and cognitively flexible thought emerges in fast-changing, highly uncertain, often toxic environments via healthily resilient coping methods, such as irony and black humour.

Employing his research findings to enable companies to better adapt to the challenging demands of digital transformation, Richard has designed and delivered "future of leadership" MBA modules for a top 1% university, and written and taught training courses on psychological safety, collective intelligence, people as strategy, decision-making in complex environments, consumer behaviour, high performance, plus a wide-range of soft skills.

Over his career, he has advised, trained and consulted to numerous institutions on various elements of organisational behaviour. These have included Citibank, HSBC, IBM, PwC, Gartner, GFG Alliance, Beiersdorf, Sony, Nokia, HP, Macquarie Business School, Copenhagen Business School, Newcastle University, English Schools Foundation (ESF) and The Danish Parliament. His public masterclasses have been attended by senior managers and consultants from companies such as the Commonwealth Bank of Australia, Woolworths, Atlassian, Macquarie Bank, DXC, PwC, Colliers, CBRE and The Lane Crawford Joyce Group. He also works pro bono for a Hong Kong accelerator.