

A blurred background image showing several people sitting around a table in a meeting room, engaged in a discussion. The scene is brightly lit, likely from large windows, creating a professional and collaborative atmosphere.

# #Re-Frame

Using Technology to Re-interpret  
Traditional Learning Methods

**Saurav Atri**

Global Head of Learning

GenAI & Functional Learning

15<sup>th</sup> Oct 2024

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# IMAGINE

If you earn back

## 2 HOURS

of your time  
everyday through  
efficiency gains!

Technology  
can become  
an “Enabler”

- Summarized documents
- Do complex data analysis
- Write & Fix code
- Create images
- And more..

# IMAGINE

If we earn back

**2 HOURS**

**x 38,000 times**

of our time  
everyday through  
efficiency gains!

Technology  
can become a  
“Game Changer”

- Awareness – At least know
- Adoption – At least use
- Application – Effective use
- Appreciation – Repeat use
- Advocacy – Let’s scale

# Welcome to the PROMPT-A-THON

1.5 Hour **Hands-On** Learning Program

“In Pursuit of Human Transformation”

To enable

**38,000**

colleagues to become  
Gen AI-empowered

# Welcome to the PROMPT-A-THON

1.5 Hour **Hands-On** Learning Program

“In Pursuit of Human Transformation”



- Generative AI
- Our Task Assistant
- Routine Tasks are done faster and with greater accuracy
- **How it can transform our work**

# FUTURE OF LEARNING

#Re-Frame Learning

Would you want to know how to level up?

**Making  
Learning  
#Meaningful**

# Saurav Atri

*Director, Global Learning Manulife  
Chief Advisor - The-Intellect Youniversity*

- **New Ways of Working (Gen AI/Agile/Design Thinking)**
- **Functional Learning at Manulife for 38,000 Employees**

Previously

- **10+ years at Gallup: Regional Director: ASEAN | Subject Matter Expert**
- **Coached 1,000 Leaders** and trained 3,000 Executive Coaches and over 10,000 Managers

Received

- **Best Coach APAC –Silver 2023**
- **Best Coach APAC – Gold 2022**

Education

- **PG Program in AI & ML, McCombs Texas Austin, 2024**
- **MBA from Indian School of Business, 2011**
- **Wharton HR Management & Analytics, 2022**

Advisor

- **PSB Academy, Industry Advisory Board Member**



# AGENDA

## GET:

- A New Perspective
- Some Cool Tools
- AI-Curiosity



## 1. New L&D Technology

What Technology is a game changer for L&D?



## 2. AI-powered Coaching

How Coaching can be enabled by AI?



## 3. Learner Engagement

Tools to make Learning a Six Sense Experience



## 4. Hype or Not

What should we be investing in?



# AGENDA

## GIVE:

- Attention
- Engagement
- Curiosity

# Welcome to the Future of Learning

It's a World of Hyper-Personalization



# NEW L&D TECHNOLOGY

Technology as an Enabler of Learning

From Learning to Transformation

## Insight #1

# The Purpose of Learning

**“Is Human Transformation”**

and not just information dissemination.

# Infinite Growth Model: Human Transformation @ Work

20%

+

20%

+

20%

+

20%

+

20%

Talent

Skill

Knowledge

Emotion

Experiences

Imagine if every employee grows by **20%** in each of these areas,  
how would that impact individual, team & organizational performance?

+

20%

Environment

The Answer to achieve Human Transformation:  
**'Hyper-personalized Focus'**

# TRANSFORMATION

FROM TO

CURRENT  
STATE  
1.0

GAP

FUTURE  
STATE  
2.0

KNOWLEDGE  
SKILLS  
EXPERIENCES

# TRANSFORMATION

## 3 Shifts need to Happen

**MINDSET**  
**(Buy-In)**

**EMOTION**  
**(Confidence)**

**ACTION**  
**(Behavior)**

**KNOWLEDGE**

**SKILLS**

**EXPERIENCES**

**THINKING**



**SPEAKING**



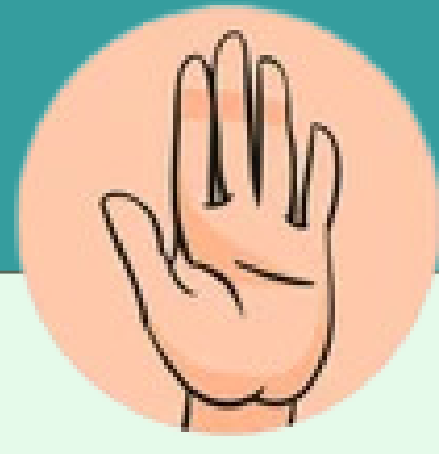
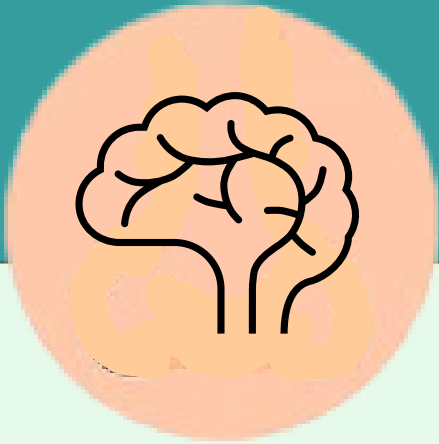
**VISION**



**HEARING**



**DOING**



**MINDSET**  
**(Buy-In)**

**EMOTION**  
**(Confidence)**

**ACTION**  
**(Behavior)**

**WELCOME TO THE AGE OF AI**

**THINKING**



**SPEAKING**



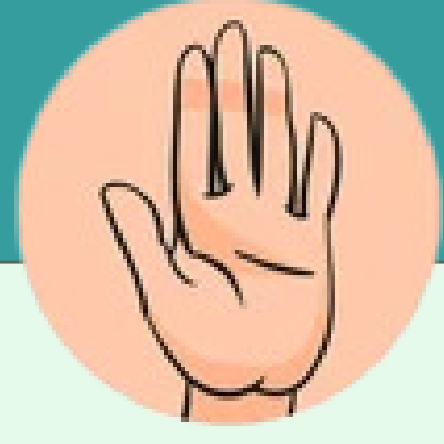
**VISION**



**HEARING**



**DOING**



**MINDSET**  
**(Buy-In)**

**EMOTION**  
**(Confidence)**

**ACTION**  
**(Behavior)**

**VIRTUAL COURSES**



**THINKING**



**SPEAKING**



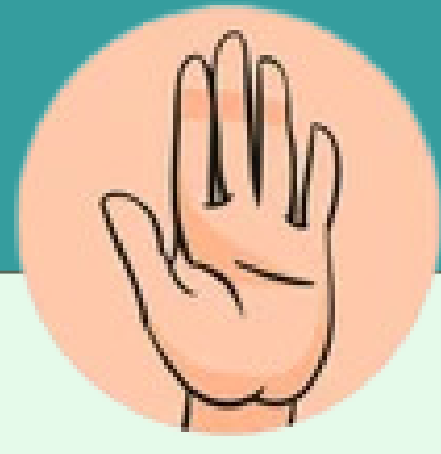
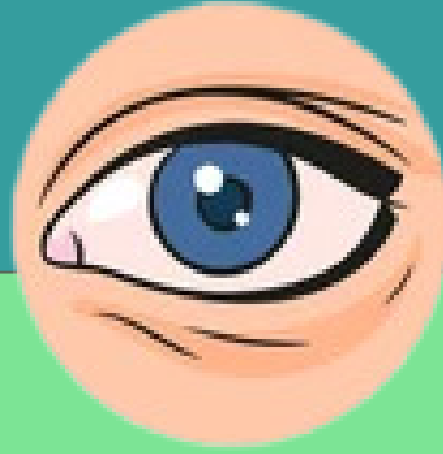
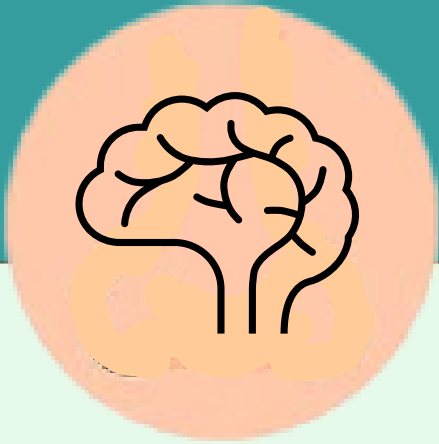
**VISION**



**HEARING**



**DOING**



**MINDSET**  
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**ACTION**  
**(Behavior)**

**E-LEARNS**

# Welcome to the PROMPT-A-THON

1.5 Hour **Hands-On** Learning Program

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**38,000**

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# Welcome to the **PROMPT-A-THON**

**TRAINED!**

100 Trainers\* x 6 Sessions x 30 Pax

“18,000\* Participants in 12 Months”

**HANDS-ON GEN AI TOOLS**



A Social  
Learning  
Movement

Powered by Gen AI

## Insight #2

# For Human Transformation

**“We have to master: ATTENTION”**

of all our senses

# TRANSFORMATION

It's a Journey:

**AWARENESS**

**ADOPTION**

**APPRECIATION**

**LOW TOUCH**  
(e-Learns)

**MEDIUM TOUCH**  
(Guided Journey)

**HIGH TOUCH**  
(Prompt-a-thon)

**ADVOCACY**

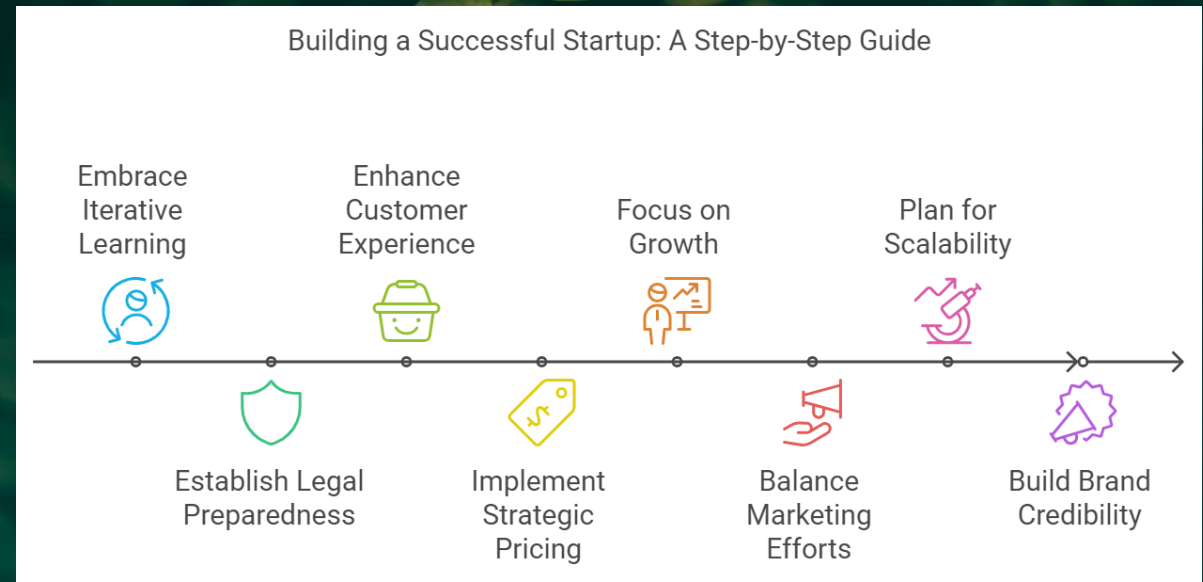
# How to Foster a culture of Growth and Innovation

**Summary:** The founder emphasizes the inevitability of making mistakes, especially in the early stages of a startup.

They learn from mistakes and use them as learning opportunities. The founder emphasizes the inevitability of making mistakes, especially in the early stages of a startup. They learn from mistakes and use them as learning opportunities. The founder emphasizes the inevitability of making mistakes, especially in the early stages of a startup. They learn from mistakes and use them as learning opportunities.

**Insights:** From structured data (text & data) to unstructured data (visuals & insights). Growth from mistakes provides valuable lessons. Encouraging failure is essential for risk management. For mistakes, founders can develop better risk management strategies, ensuring that setbacks don't derail the entire venture.

**From Structured Data**  
(text & data)  
**to Unstructured Data**  
(visuals & insights)



# Introducing

# Napkin.Ai: Turn text into visuals

How many hours can you earn back?

## Turn text into visuals

The image displays a grid of various data visualization templates. The templates include:

- A central flowchart with a central node and multiple branches.
- A circular diagram with a central node and surrounding nodes.
- A bar chart with three bars of increasing height.
- A line graph showing an upward trend.
- A funnel chart with five segments of decreasing width.
- A pyramid chart with four segments of decreasing width.
- A pie chart with four segments.
- A horizontal bar chart with five bars of varying lengths.
- A vertical timeline with five steps.
- A circular diagram with a central node and surrounding nodes.
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- A vertical timeline with five steps.

**Napkin**

# Introducing

# Copilot for Excel: Turn data into insights

How many hours can you earn back?

MICROSOFT 365

## Copilot in Excel

Visualize key insights

Year	Category	Product Name	Unit Cost (\$)	Units Sold	Revenue (\$)	Cost of Goods Sold (\$)
2020	Camping	Expedition Tent	\$ 500.00	800	\$ 400,000.00	\$ 190,000.00
2020	Hiking	Hiker's Backpack	\$ 120.00	1,200	\$ 144,000.00	\$ 96,000.00
2020	Fishing	Pro-Angler Rod	\$ 150.00	600	\$ 90,000.00	\$ 60,000.00
2020	Camping	All-Season Bag	\$ 180.00	500	\$ 90,000.00	\$ 60,000.00
2020	Hiking	Trail Hiking Shoes	\$ 80.00	2800	\$ 224,000.00	\$ 168,000.00
2020	Fishing	Pro-Fisherman Reel	\$ 90.00	900	\$ 81,000.00	\$ 72,000.00
2020	Camping	Campfire Stove	\$ 60.00	600	\$ 36,000.00	\$ 18,000.00
2020	Hiking	Waterproof Jacket	\$ 120.00	1400	\$ 168,000.00	\$ 144,000.00
2020	Fishing	Premium Lure Set	\$ 40.00	1,200	\$ 48,000.00	\$ 40,000.00
2021	Camping	Expedition Tent	\$ 540.00	840	\$ 453,600.00	\$ 210,000.00
2021	Hiking	Hiker's Backpack	\$ 125.00	1320	\$ 165,000.00	\$ 120,000.00
2021	Fishing	Pro-Angler Rod	\$ 155.00	640	\$ 98,800.00	\$ 71,040.00
2021	Camping	All-Season Bag	\$ 185.00	520	\$ 96,200.00	\$ 70,000.00
2021	Hiking	Trail Hiking Shoes	\$ 85.00	2940	\$ 249,900.00	\$ 186,000.00
2021	Fishing	Pro-Fisherman Reel	\$ 95.00	940	\$ 89,300.00	\$ 80,000.00
2021	Camping	Campfire Stove	\$ 65.00	440	\$ 28,600.00	\$ 22,000.00
2021	Hiking	Waterproof Jacket	\$ 125.00	1540	\$ 192,500.00	\$ 160,000.00
2021	Fishing	Premium Lure Set	\$ 45.00	1,520	\$ 68,400.00	\$ 40,000.00
2022	Camping	Expedition Tent	\$ 580.00	960	\$ 556,800.00	\$ 240,000.00
2022	Hiking	Hiker's Backpack	\$ 130.00	1440	\$ 187,200.00	\$ 120,000.00
2022	Fishing	Pro-Angler Rod	\$ 160.00	720	\$ 115,200.00	\$ 84,000.00



**THINKING**



**SPEAKING**



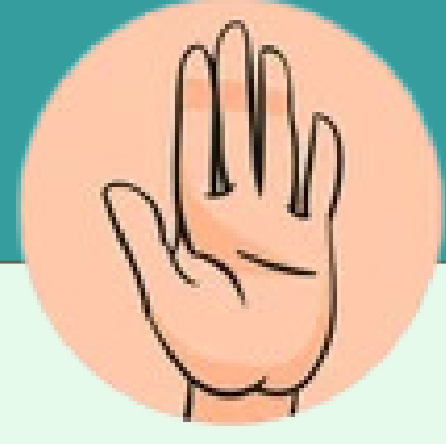
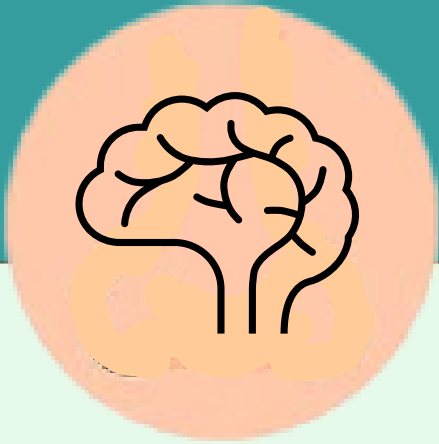
**VISION**



**HEARING**



**DOING**



1. ChatGPT/Copilot
2. Murf.Ai

3. HeyGen/Napkin
4. NotebookLM/FUF

5. Community

**WELCOME TO THE AGE OF AI**

# B>B>B

## Buy: Access to Knowledge

- LinkedIn Learning
- Coursera/Udemy
- Plural Sight
- Canva
- Microsoft Copilot
- GitHub Copilot/ Cursor.AI

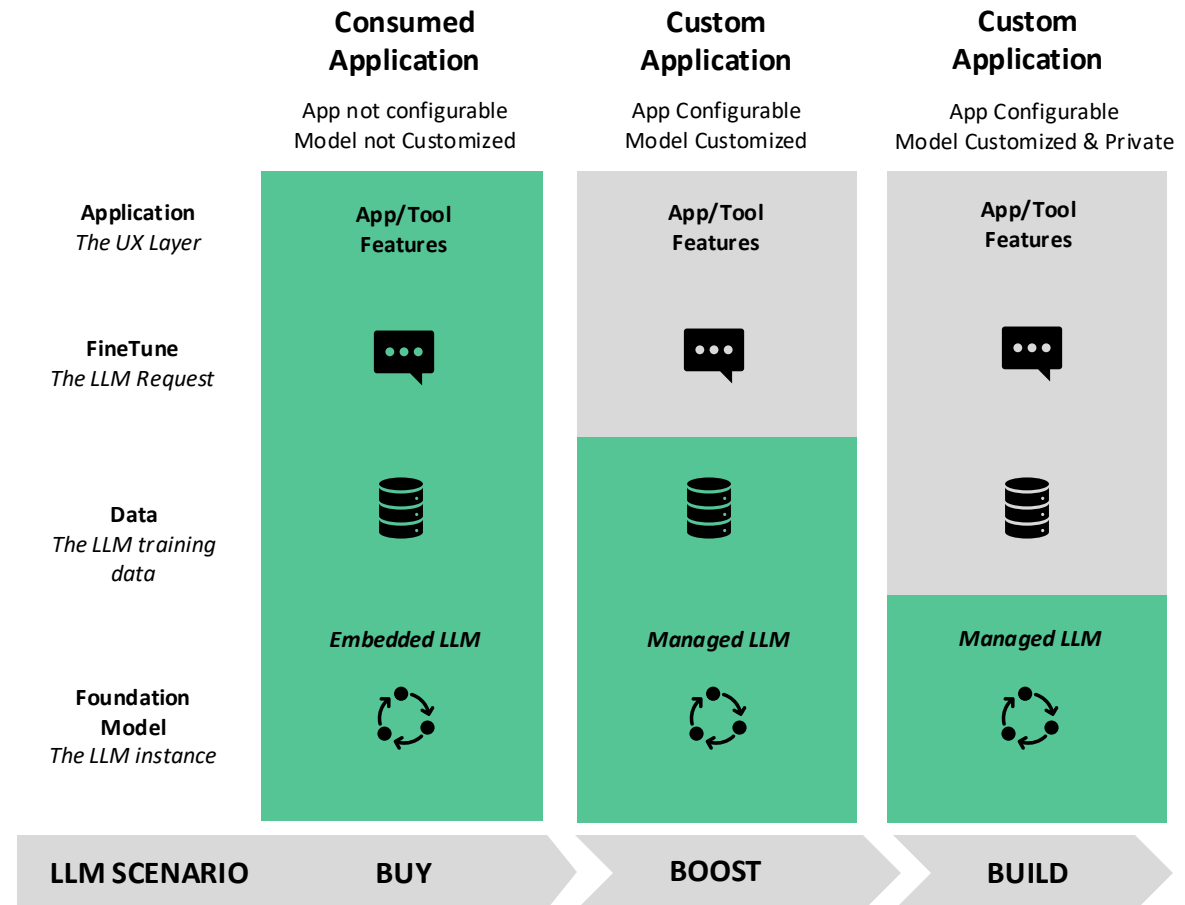
## Boost: Access to Capabilities

- GPT/Company Chatbot

## Build: Value Multipliers

- Reduces repetitive tasks
- Internal Capabilities

# Each Tool should be supported by a Change Management Initiative



# AI-Powered Coaching



Context is Everything

Activating: Hyper-drive

# AI in Coaching

## Transformation:

- HEAD
- HEART
- HANDS

## CONTEXT IS EVERYTHING

Providing people a support system to get the mready for coaching



## Insight #3

# The Purpose of Technology

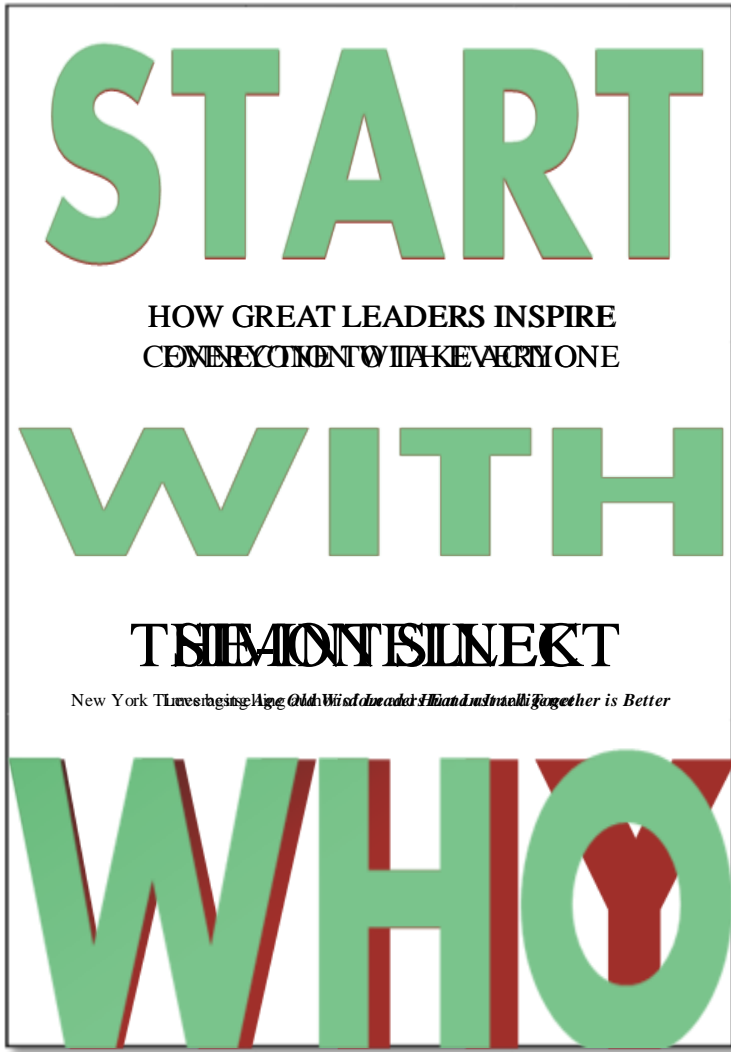
**“is Human Enablement”**

and not Human Replacement

# Learner Engagement

Use Tech to enable human connection

Enhancing Human Experience



## WHO

When you start with the **WHO** everything starts to make sense. The age-old wisdom has asked this question: **Who am I?** and we'll also start with that and Who are you? Once you decipher the who, the why, how and what becomes crystal clear.

## WHY

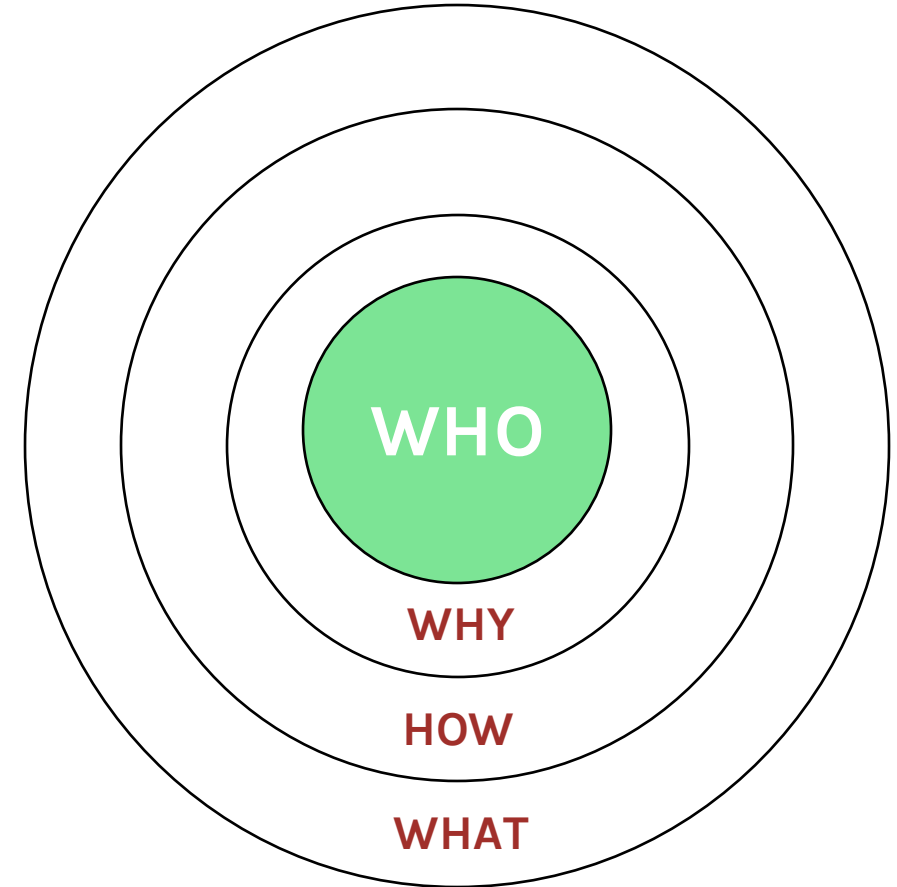
Very few organizations know why they do what they do why is not about making money that's a result it's a purpose cause or belief it's the very reason your organization exists.

## HOW

Some organizations know how they do it these are the things that make them special or set them apart from their competition.

## WHAT

Every organization on the knows what they do fully these are products they sell or the services they offer.



**Executing**

**Influencing**

**Relationship  
Building**

**Strategic  
Thinking**





# CliftonStrengths Themes provides insights into needs & motivations

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

If your peer has Context in their Top 10, what can you provide them to engage with them?



# CliftonStrengths Themes provides insights into needs & motivations

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

If your peer has Futuristic in their Top 10, what can you provide them to engage with them?



# CliftonStrengths Themes provides insights into needs & motivations

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic
If your peer has Adaptability in their Top 10, what can you provide them to engage with them?			



# CliftonStrengths Themes provides insights into needs & motivations

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

If your peer has Analytical in their Top 10, what can you provide them to engage with them or build trust with them?



## Insight #4

# DOPAMINE

If you master your ability to **observe Dopamine release** real time, you'll start your journey of mastering **human behavior**.

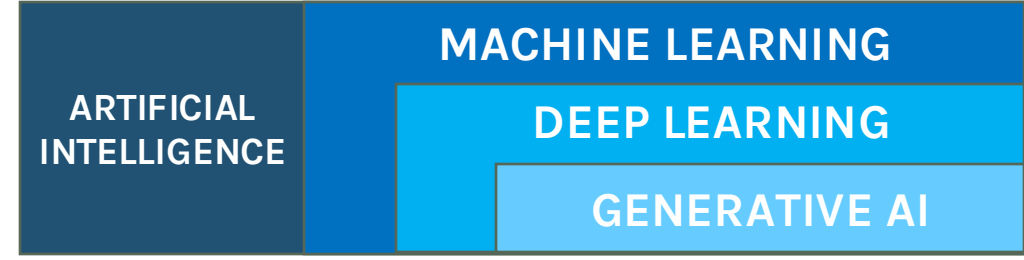
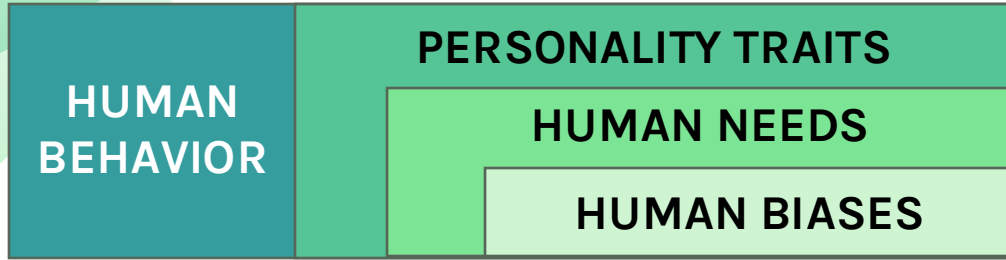


HI



HI + AI





# Human + Artificial Intelligence





# Insight #5

## Start with the

**“WHO”**

If you wish to create a hyper personalized experience

# Hype or Not

The Stages of Tech Innovation

Technology grows where attention flows

# CHAT-GPT's sprint to 100 million users

The time it took  
for selected online  
services to reach  
**100 million users**

2008 1999 2008 2006 2004 2008 2009 2010 2016 2022

Source: World of Statistics

## Estimated share of data produced by Gen AI by 2025

(% data produced)

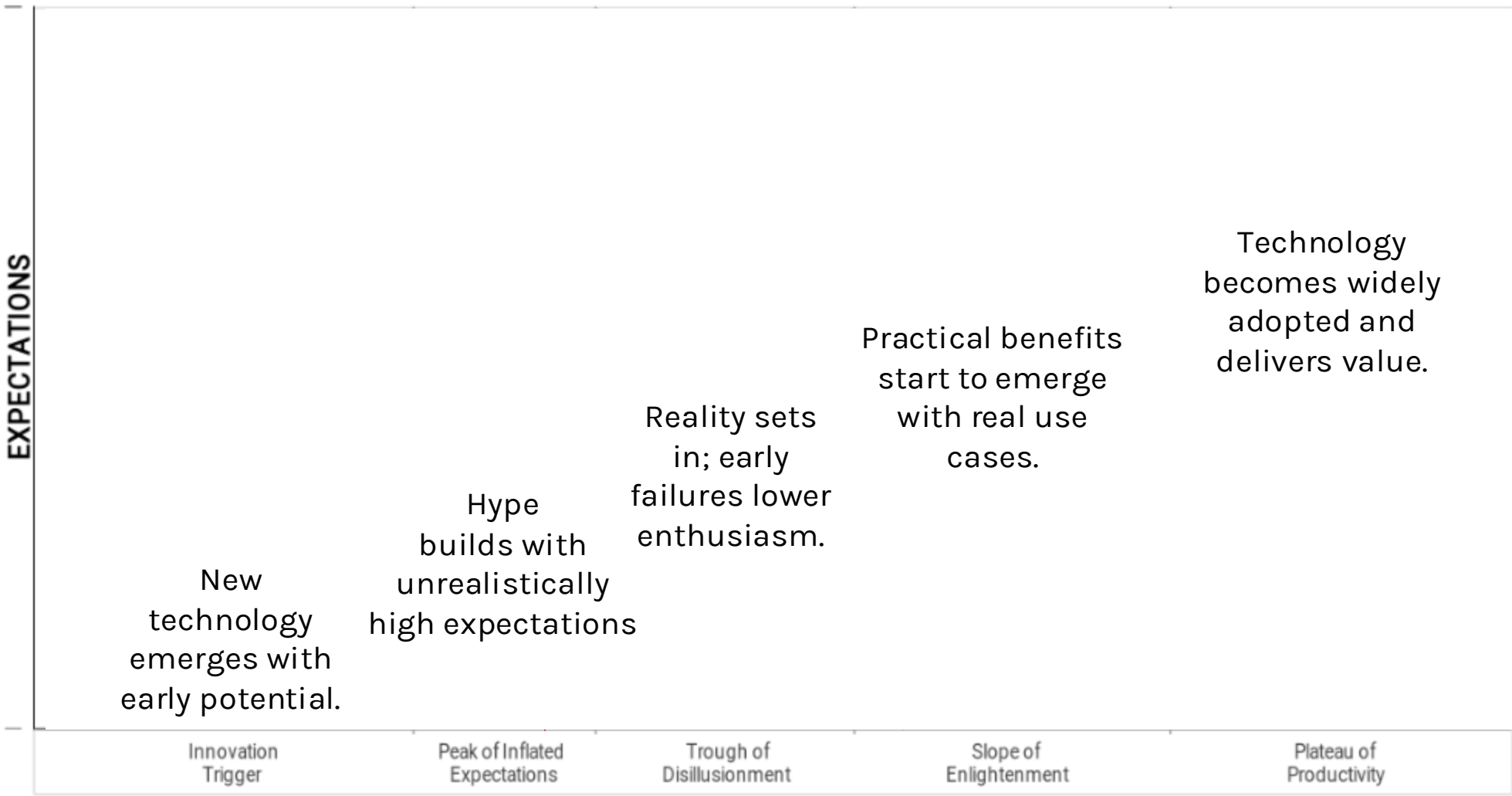
### The Power of **Network Effects** of Social Media

## We are truly in a connected world!

2021

2025

# The HYPE Cycle



Plateau will be reached: ○ <2 yrs. ● 2-5 yrs. ● 5-10 yrs. ▲ >10 yrs. ⊗ Obsolete before plateau

## Insight #6

# To Engage the Human Mind

**“Measure what matters!”**

That captures action and not just intent.

# ENGAGING THE MIND

OUR BRAIN IS WIRED TO FILL IN THE GAPS

II IMPDING TO CONCLUSIONS

WHAT DO YOU SEE?

## Insight #7

# Let's have childlike curiosity

**"AI is the New Industrial Revolution"**

However

As the World becomes obsessed with Technology  
it's important for us to become more and more **"HUMAN"**.



# THE-INTELLECT: **YOU-NIVERSITY**

Helping you grow through collective global expertise

**INDUSTRY EXPERTS • DATA DRIVEN • PRACTICAL**