

Your Chair



Nina Penner
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International #1 bestselling author
Leadership Development Consultant, Executive Coach



*Trust is at the core of all relationships
and vulnerability is at the core of trust.*
Nina Penner



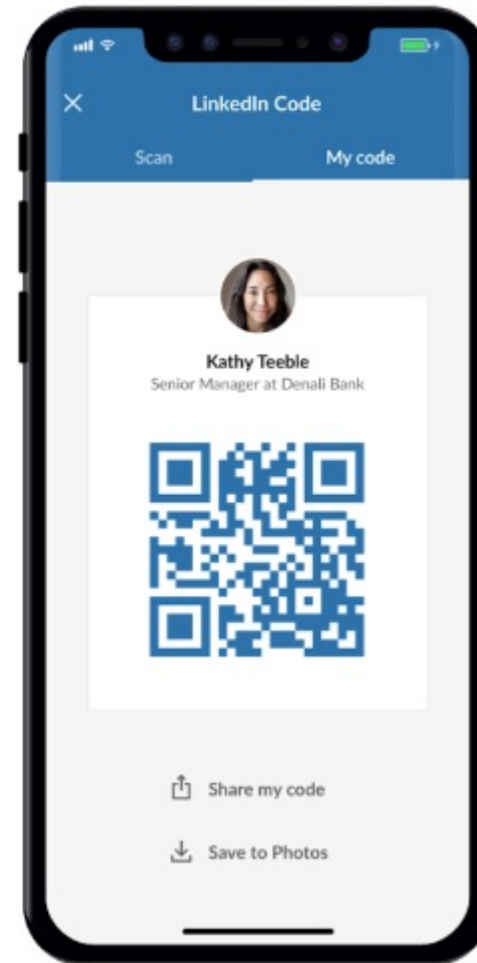
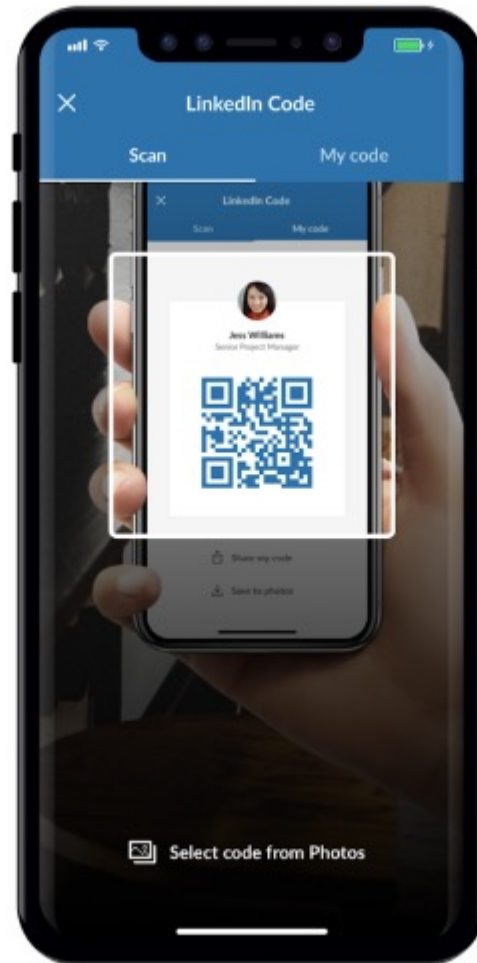
L&D
LEADERS
EVENT

Welcome and Thank you!
Attendees
Speakers
Sponsors

*If I serve with my whole self,
abundance will erupt.*

Nina Penner

Let's Connect On LinkedIn



Great leaders don't shine, they polish.
Nina Penner

Getting the most from today



Q&A

Use the L&D Leaders Canada app to ask a question or raise your hand

Say your name and company name before asking your question

Presentation Decks

You'll receive a link by email to access presentation decks on the L&D Leaders Canada hub

Networking

Formal speed networking

Collaboration sessions

Breaks and lunches

Drinks reception

I will not be a casualty of the norm. I will be an exception to it.
Nina Penner

L&D in 2024 and Beyond

HR's involvement as a partner in planning and executing organizational strategy has increased from 36% in 2021 to 50% in 2024 (McLean & Company)

Only 28% of HR organizations are taking steps to implement GenAI in 2024 and the #1 reason why they aren't is a lack of time to assess the possibilities (McLean & Company)

Stress levels in HR jobs rose from 34% in 2023 to 47% in 2024 while non-HR stress levels stayed relatively flat (McLean & Company)

63% of candidates rated "4-day workweek for the same pay" as their top benefit to attract them to a job (Gartner)

Only 46% of employees feel supported in their career aspirations (Betterworks)

64% of employees view their performance review process as always or sometimes a waste (Lattice)

EMERGING TRENDS:

Climate Change protection becomes the new in-demand employee benefit (Gartner)

DEI will shift from existing in a silo to being embedded throughout organizations (Gartner)

New career models such as retirees returning as mentors and midcareer leave programs and returnships (Gartner)

Without equality, there is no opportunity. Without opportunity, there is no equality.

Nina Penner

Questions to Ponder

How can we help our people to embrace technology and AI to generate engagement, learning and growth rather than fear?

How can we break boundaries and expected norms to build stronger, healthier and more creative and productive teams?

Happiness is so incredible, that it doesn't matter if it's yours. It still works.

Nina Penner



BluHelium Consulting



**Better Leaders
Better Teams
Better Results**

Nina Penner

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Above the clouds, the sun is waiting for you.
Nina Penner