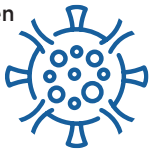


Now more than ever, the ability to connect, collaborate, and share best practices with other senior TD leaders in a known community becomes a differentiator in delivering business impact and building performance capabilities.

Surveys with ATD Forum Members indicate the COVID-19 pandemic drastically changed how organizations are currently operating.

60%

say the COVID-19 pandemic has been disruptive to their organizations' missions.



3 in 10 have jumped from just **10% to 76-90%** of full-time remote employees who work at least three days per week due to COVID-19.



63%

are developing specific trainings to help employees work remotely and use virtual tools.



More than 50% plan to make virtual and digital solutions permanent.



The top three unexpected or unplanned new happenings in organizations include:

70%

increase in informal and ad hoc gatherings simply to connect and check in on each other.



65%

of employees use internal communication tools like Yammer and Teams to seek help and provide ideas.



60%

of employees are taking more on-demand learning through various channels.

Changes organizations made to in-person trainings

Delivered virtually (86%)

Canceled (81%)

Converted to digital assets (76%)

What's being asked of learning and development (L&D) teams in response to the disruption?

Nearly 90%

of L&D teams are tasked with curating and providing resources to help employees operate in a virtual environment.



80% increase in the development of new virtual training offerings.

70% increase in virtual offerings that were already in place.

65% increase in content curation (especially related to working in a virtual environment).



30% of organizations employed the learning function to develop new safety training specifically related to COVID-19 and infection control in the workplace.

How are L&D teams operating to remain successful and achieve their goals?

- Frequent check-ins and status updates
- Increased usage of technology
- Influx of shared tools and techniques for personal needs such as childcare and isolation



The top four tools to help employees connect and work together are:



Microsoft Teams



Skype



Zoom



WebEx

The ATD Forum can help your organization thrive during this unprecedented time. ATD Forum members benefit from sharing crucial insights and benchmarking performance accelerating solutions. Members continue to navigate and troubleshoot COVID-19-related issues such as:

- Effectiveness with building performance capability even with budget and travel restrictions



- Emotional needs of employees, including anxiety for the unknown future and the complexity of dealing with so many changes to their environments



- The effect on employees of an overabundance of videoconferencing (referred to as video fatigue), emails, and collaboration or the isolation and the lack of stimulus and camaraderie of face-to-face interactions with colleagues



- The dichotomy of some employees being inundated with work while others have time they did not have prior to the outbreak



- Reboarding as employees transition back to on-site work.

Lessons learned and advice from ATD Forum members dealing with the uncertainty due to the COVID-19 pandemic:

“Flexibility and agility have been the name of the game.”

-Leggett & Platt

“Constant communication with your employees is key to success. They need to hear what's going on in the organization and know that the organization is doing everything they can to keep them safe and healthy when they come to work.”

- Johnsonville

“Leverage what you already do well, stay aligned to corporate goals and fundamentals (customer experience, adding value) that are true no matter what.”

- Defense Acquisition University

Learn more about the ATD Forum and how your organization can thrive by being a part of a network that connects, collaborates, and shares. Visit td.org/forum.

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All information on this infographic is compiled by ATD Forum research findings.