

# Self-Disruptive Learner

Empowering people to innovate and prosper

## Why is it important?

During this era of exponential change, the relevance of a workforce can evaporate leaving an organisation to suddenly realise it has a set of skilled people no longer fit for purpose.

Employees are continually left behind as they wait for their employers to tell them on how they should develop and upskill. Leaders need to empower their teams to take the initiative and adapt to the unique circumstances they face. Those with a personal agency for both their personal and team's development will continually enhance their ability to deliver and innovate on behalf of their employer.

## When is it most valuable?



Implementing **new ways of working**  
(e.g. agile)



Individuals and teams **operating in silos**



**Human-centred transformation**



**Market disruption**

PwC's Self-Disruptive Learner methodology challenges systemic attitudes towards learning. It helps to create an engaged and empowered workforce that has the ability to step out of their comfort zone of “learning what I have been told to learn” to “learning what I should learn”, whilst addressing their individual learning needs and the organisation's needs.

### Doing It Differently

A self-disruptive learner breaks new ground. They learn, unlearn and relearn to continually innovate.

### Personal Agency

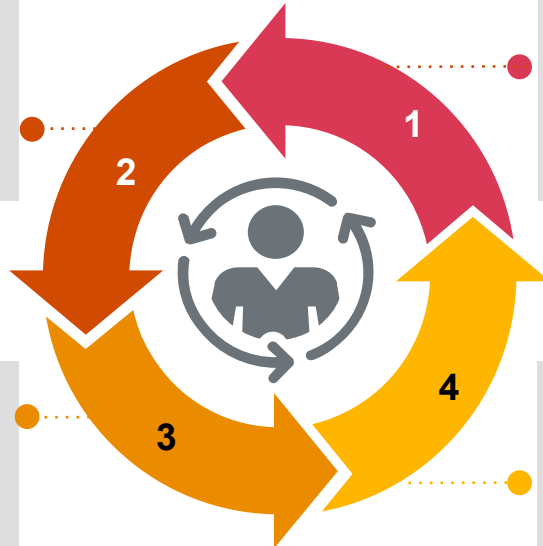
A self-disruptive learner doesn't wait to be told what to do. They feel empowered to steer their own development journey.

### Learning Portfolio

A self-disruptive learner builds a personal portfolio of learning, seeking out, or even creating, the knowledge and experience they need.

### Growth Mindset

A self-disruptive learner harnesses their own intrinsic motivation for learning to challenge what they think they are capable of.



## CHRO Agenda



### Mindset

How do we empower our people to challenge their own mindset and skills to be open to new ideas to contribute to our organisation's prosperity?



### Commitment

Are our people motivated, engaged and committed to learn, unlearn, relearn?



### Employee Value Proposition

How can we ensure our people feel valued to develop and innovate?

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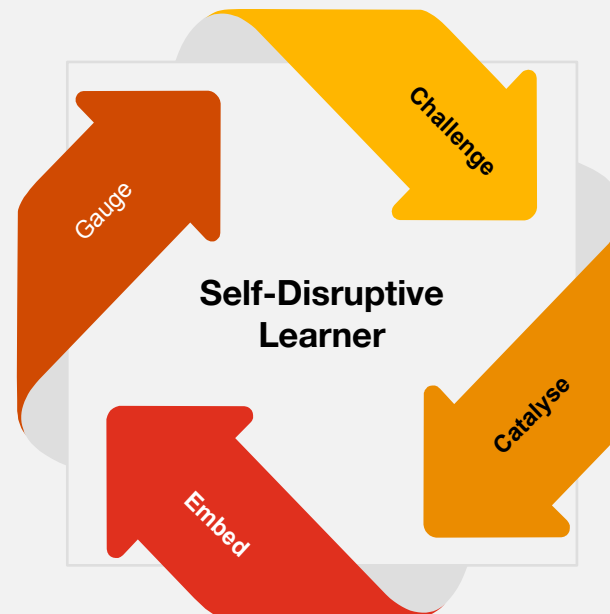
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## How can we help?

PwC's unique approach blends adult learning theory, neuroscience and behavioural economics to spark the intrinsic motivation needed within learners to inspire genuine mindset shift. We co-create an enterprise-wide innovation framework which allows employees to feel empowered to learn. We get under the skin of an organisation and catalyse employees' mindset to shift towards self-inspired learning to enhance their team and organisation's performance.

### Assess

- Assess current attitudes, behaviours and approaches to learning within your existing culture, right across the organisation, ensuring a broad range of opinions and experiences are considered.
- Define how your organisation's strategic aspirations can be best supported by moving to a culture of self-disruptive learning.
- Identify and prioritise the critical few behaviours that will be most impactful in evolving learning mindsets.



### Challenge

- Build buy-in through immersing stakeholders in the case for change via personas and accelerating their self awareness of the impact personal behaviours can have on culture.
- Validate the critical few behaviours aligned to the organisation's needs.
- Pilot and develop key enablers for the case for change.

### Catalyse

- Identify formal and informal self-disruptive learning reinforcers to target with behaviour initiatives.
- Identify and build a network of authentic informal leaders to role model and drive the change.
- Determine measurement objectives.
- Build a measurement approach to measure and track change and the impact of self-disruptive learning.

### Embed

- Prioritise and deploy the most impactful initiatives to integrate and embed the behaviours into the organisation's DNA.
- Repeat measurement at regular intervals to monitor progress.

Are you looking to empower your people to learn, unlearn and relearn? Let's chat.



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