

## Top ten trends in training and human resource development 2010

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### What are the top ten trends in training and human resource development that are expected to dominate in 2010?

At HumaNext, we use our own unique way to arrive at the answer. We do not use surveys or ask people what issues they think will be important. We look for the areas in which companies invest their money by buying training programs and tools that address these issues. Because at HumaNext we offer over 1000 products, from training programs and videos, to online courses, CDs, off-the-shelf-packages and onsite workshops, we are able to develop a good idea of the kind of topics in which companies and consultants spend most of their money. We also monitor customers' inquiries and requests for products we might not yet have developed, which helps us gauge future needs and trends. Based on this approach, here are the top ten training topics and trends we expect for 2010, together with the programs we offer that correspond to them:

**1- Employee Engagement during Tough Times:** Because the current economic situation in the US and most of the world continues to be challenging, organizations are looking for training programs that help them inspire employee engagement during these difficult and changing times. For Employee Engagement for Change, visit: <http://www.humanext.com/employee-engagement-for-change.html>

**2- Leadership:** Tough times demand bold and effective leadership, hence the expected interest in fresh leadership programs that offer more flexible and innovative leadership development. See "The Coaching Leader- Work as Sports: <http://www.humanext.com/work-as-sports.html>

**3- Compliance and Ethics:** We continue to see a rising need for training in these areas, as a result of the belief that the economic crisis has been created in part by weak oversight and compliance, as well as unethical business practices by some top executives. Visit: <http://www.humanext.com/ethics.html>

**4- Managing Generational Differences:** Because of the aging baby-boomers and the increasing number of generations X and Y in the workplace, consultants and managers are seeking training programs to help handle generational differences at work. Visit: <http://www.videos4training.com/diversity-training-videos.html>

**5. Revisiting Diversity and Global Competence:** Diversity is another old topic that is enjoying a renewed interest because of the continued global war on terror and the rise of some voices blaming the concept of diversity for the Fort Hood shooting incident. A new approach to diversity is needed. Visit: <http://www.humanext.com/diversity.html> - For Cross Cultural Skills visit: <http://www.humanext.com/cross-cultural-training.html>

**6. Social Learning and User-Generated Content:** Social learning and user-generated content are two related areas of rising interest. A good part of user-content is generated through social networks by people posting their ideas, videos, iPods, and other content on blogs, forums, YouTube, LinkedIn, and other platforms. **Some are collaborating on creating content that others can access, learn, and use.** We at HumaNext have been successfully encouraging participants in our HumaNext Certification training to create their own content and bring it to the sessions or post online. Visit our Online Certification page: <http://www.humanext.com/humanext-seminars.html>

**7- Emotional Intelligence:** This is still a relatively new area where we see a growing demand. A growing number of consultants and trainers are showing interest in helping people acquire emotional intelligence skills at work. See our EQ page: <http://www.humanext.com/emotional-intelligence.html>

**8- Innovation:** Many organizations are implementing innovation programs and are seeking resources to help their managers think more creatively. Innovation is becoming what quality used to be: a key competitive weapon. See our Creativity page: <http://www.humanext.com/creativity.html>

**9- Mentoring and Coaching:** We see a continuing strong interest in these two areas. Many organizations are introducing mentoring initiatives and are looking for tools, including online programs, to help them do so. In the coaching field, many consultants, coaches, and training departments continue to show a need to teach managers the skills of coaching as an alternative to other less effective management styles. See our Mentoring / Coaching page: <http://www.humanext.com/coaching-mentoring.html>

**10- Online Instructor-Led Learning:** With self-learning online courses everywhere, a related area that offers instructor-facilitated online courses is enjoying an increased attention. It seems that some learners, particularly the young, intensely social, generations X and Y, prefer the human interaction offered by this type of online courses. HumaNext offers both types. Visit: <http://www.humanext.com/ed2go.html>

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