

## RESEARCH UPDATE: July-Aug 2020

- McKinsey research found that companies who closed global capability centres and moved people to virtual work had varied success. Now they have the opportunity to re-envision those services to optimise them: building resilience, continuity and efficiency [McKrethink](#)
- HBR asked leaders their origin story and found it matched their leadership style: being (always feeling they were a leader), engaging (leading others to address a need), performing (feeling responsible for others) and accepting (acknowledging that others followed them) [HBRorigin](#)
- L&D is following the path HR took years ago to integrate itself into the business of business. For L&D to remain relevant they need to transition from leadership practitioners to leadership coaches and get involved with long term behaviour change and impact [L&Dtransformation](#)
- Self-reflection is a key exercise for learning and development, but done in isolation it can make us self-centered and limit our potential to grow. By reflecting on our contribution to others we can really see what we bring to the leadership table [reflectonothers](#)
- Learning is becoming increasingly collaborative. LMS content is often too dry for individuals but provides detail for those who want to 'deep-dive'. The collaborative learning model supports teams and cohorts to define targeted development and offer mutual support [learntogether](#)
- As we recognise the world is becoming more unpredictable leaders need to transition from 'managing the probable' to 'leading the possible'. McKinsey advises three habits of mind: ask different questions, take multiple perspectives and see systems not units [McKpossible](#)

