

## RESEARCH UPDATE: September 2020

- Research by BCG finds 75% of workers believe their productivity has stayed the same or improved as they have moved to working from home. Employers can enable four key drivers (social connectivity, mental health, physical health and workplace tools) to support this [BCGWFHwell](#)
- Research on the FTSE companies finds that organisations with more than 1/3 female executives have net profit margin over 10x greater than companies with no women at this level. Female-only leadership training may provide a safe place for women to develop their own style [sheleads](#)
- McKinsey reports 10 years growth in e-commerce in 90 days, and 75% of US consumers have tried new brands in this time. Leaders need to address immediate challenges at the same time as planning for a new normal to reimagine their business based on customer insights [McKspeed](#)
- How do you scale leadership in a pandemic? Get teams aligned on the why/what/how/who, and get them talking straight to one another about the grey areas and the tensions – this is where true collaboration leads to performance [scalingleadership](#)
- Research published in HBR shows that leaders who demonstrate patience are rewarded with reports who are 16% more collaborative and 13% more productive. So how to be patient? Redefine your perspective of time and speed and be thankful when people deliver [HBRpatience](#)
- Post pandemic L&D face an opportunity to reinvent themselves to bring real and lasting value to their businesses. The key is not to know everything but to learn alongside learners. Engagement in learning and CEO support is higher than ever so now is the perfect time! [ReinventL&D](#)
- McKinsey defines 6 mindsets for problem solving in a complex, uncertain world. Be curious, an imperfectionist, experiment and look through different lenses. Tap into collective intelligence and practice story telling to kick start action [McKproblemsolve](#)
- Training zone L&D tech barometer finds most popular tech is video, mobile and LMs and least popular is AI, VR and gamification. Gimmicks aren't meeting L&Ds needs but practical, accessible learning for all is what they need

