



A Live Change Hack: **We've seen the Future. Now what?**

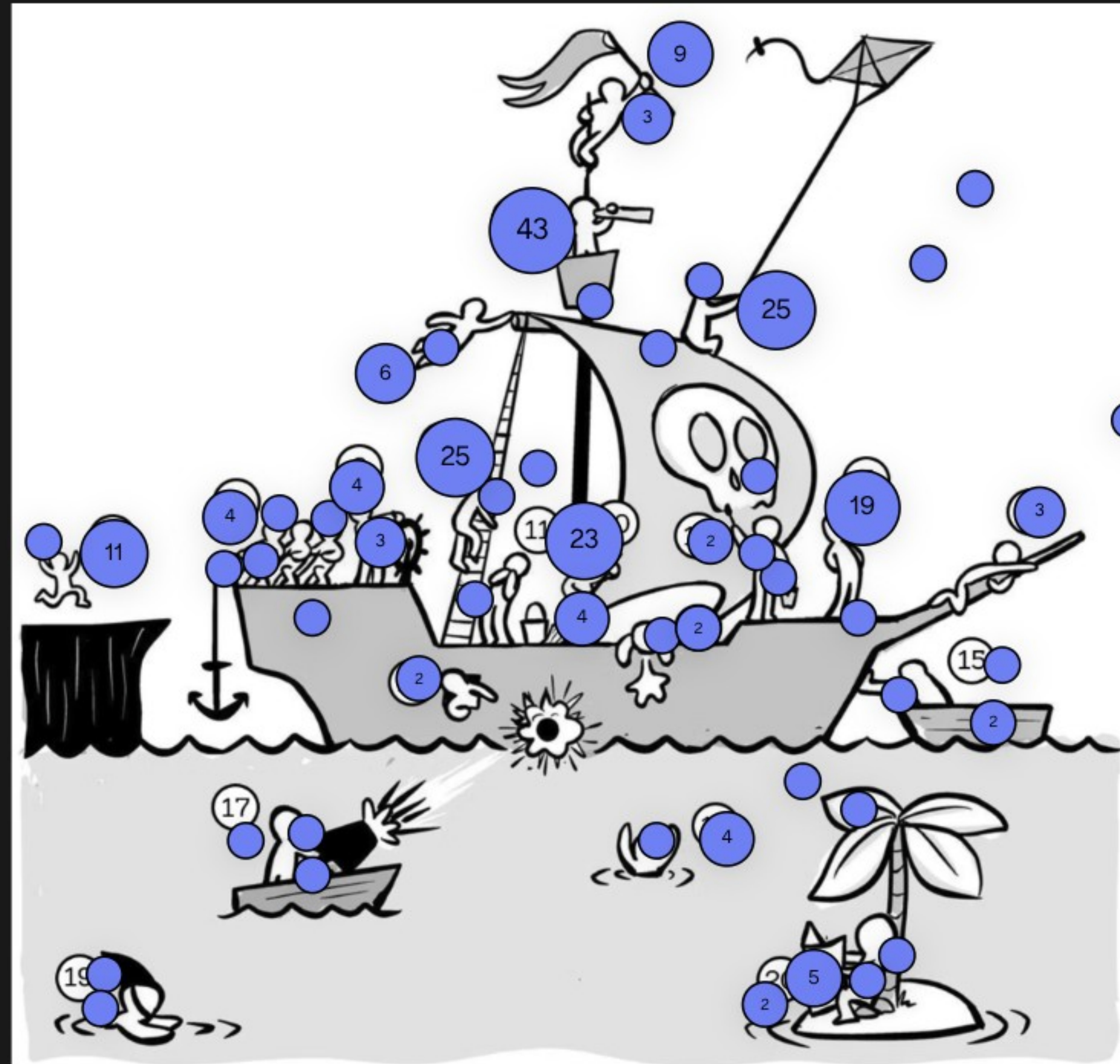


Share with your neighbor

Where did
you place
yourself
and why?



Where are you in relation to the future of L&D?





Sveinung Skaalnes
COO, Co-Founder



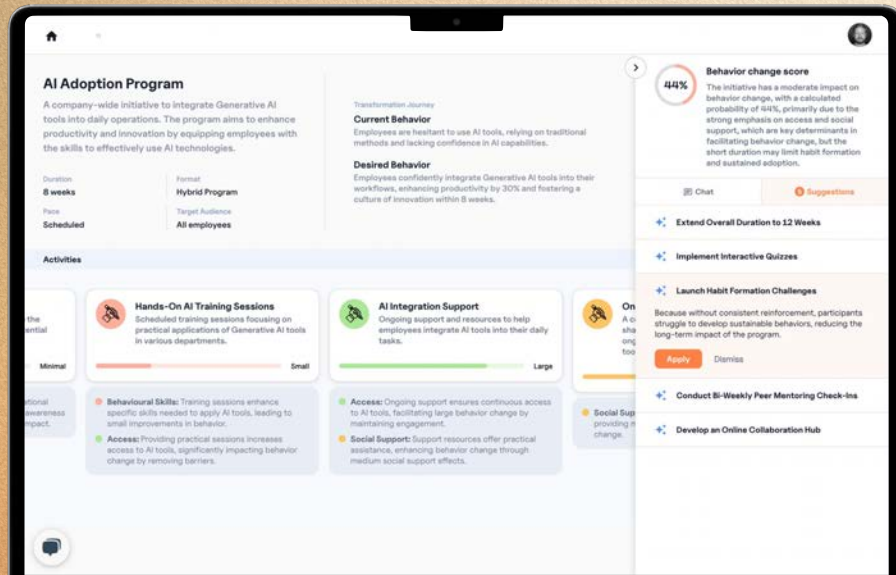
Bella Funck
CEO, Co-Founder



Tilda.

heytila.com

The first AI-powered workspace to design & predict behavior change in organisations.





Hangry

An irritable state of mind, that
can only be cured by ***eating***.



Future



Behaviors

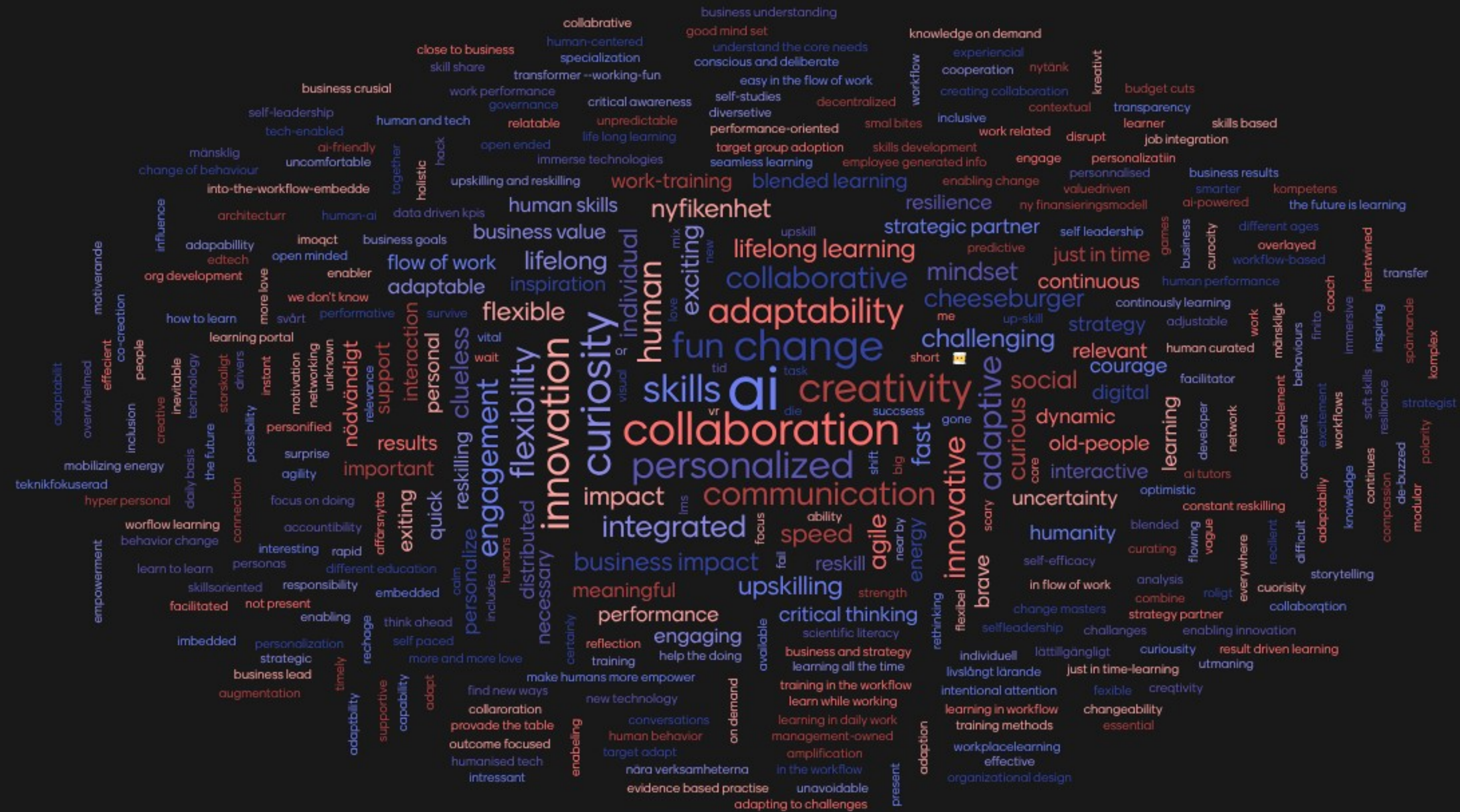


Action



What's the future of L&D really about?

3 words that describes the future of L&D?





✓ **Future**



Behaviors



Action

Let go of
Embrace



We're not just here to transfer knowledge.

We're here to design
for change.



We are not just providers & designers of learning

We are
architects & enablers
of behaviors



We treat **behavior problems**
as if they were only **learning**
problems.



Individual factors



Sources: Source: Albarracín et al., Nature Reviews Psychology (2024)

We need to design for both



Individual factors



Structural factors





Let's split the room

Let go of



Embrace



& work in triads



Behavior

/bɪ'heɪvjər/

Something you actually do.



Discuss in triads

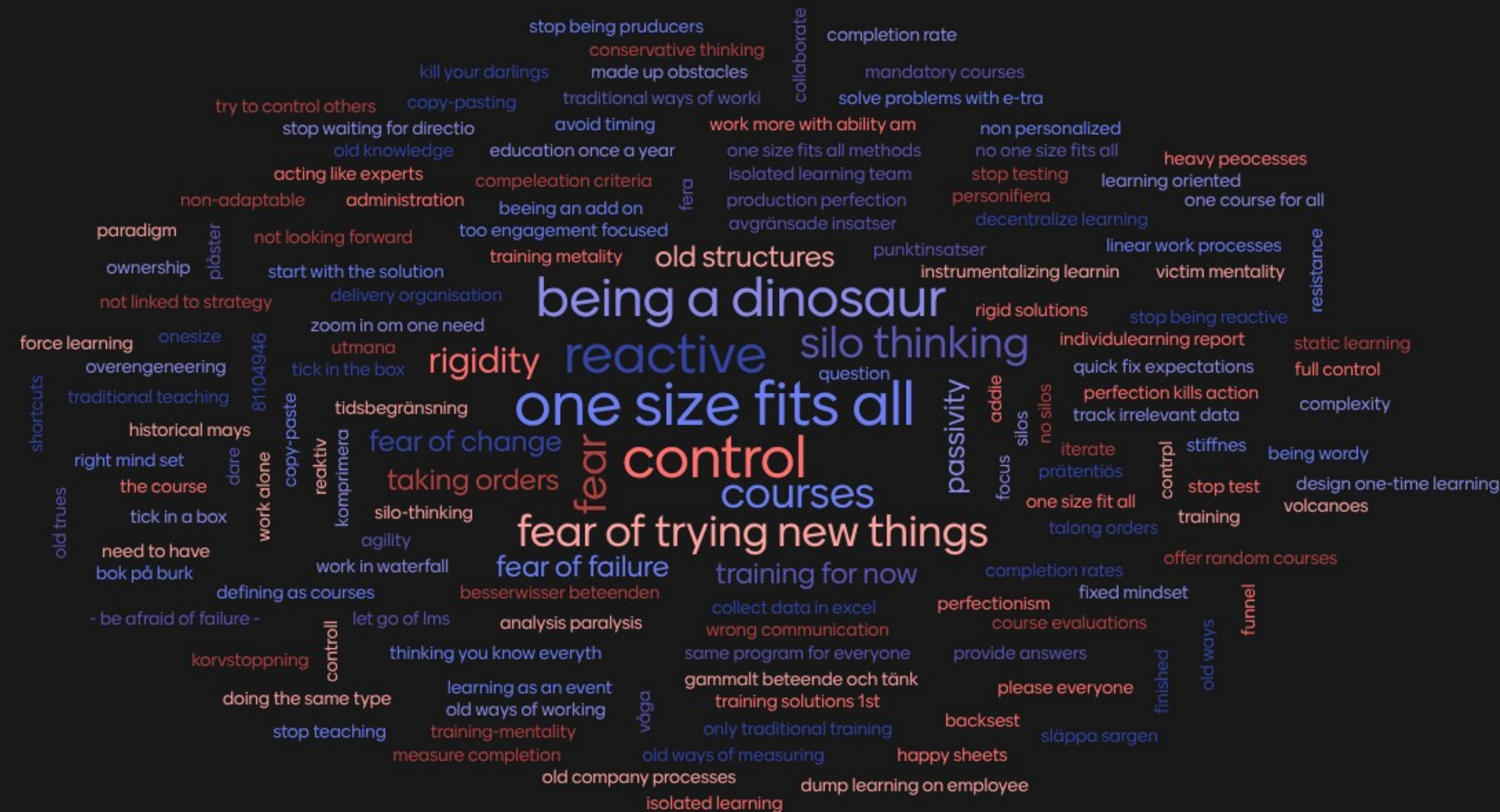
Let go of

What behaviors in L&D do we need to **let go of** to succeed in the future?

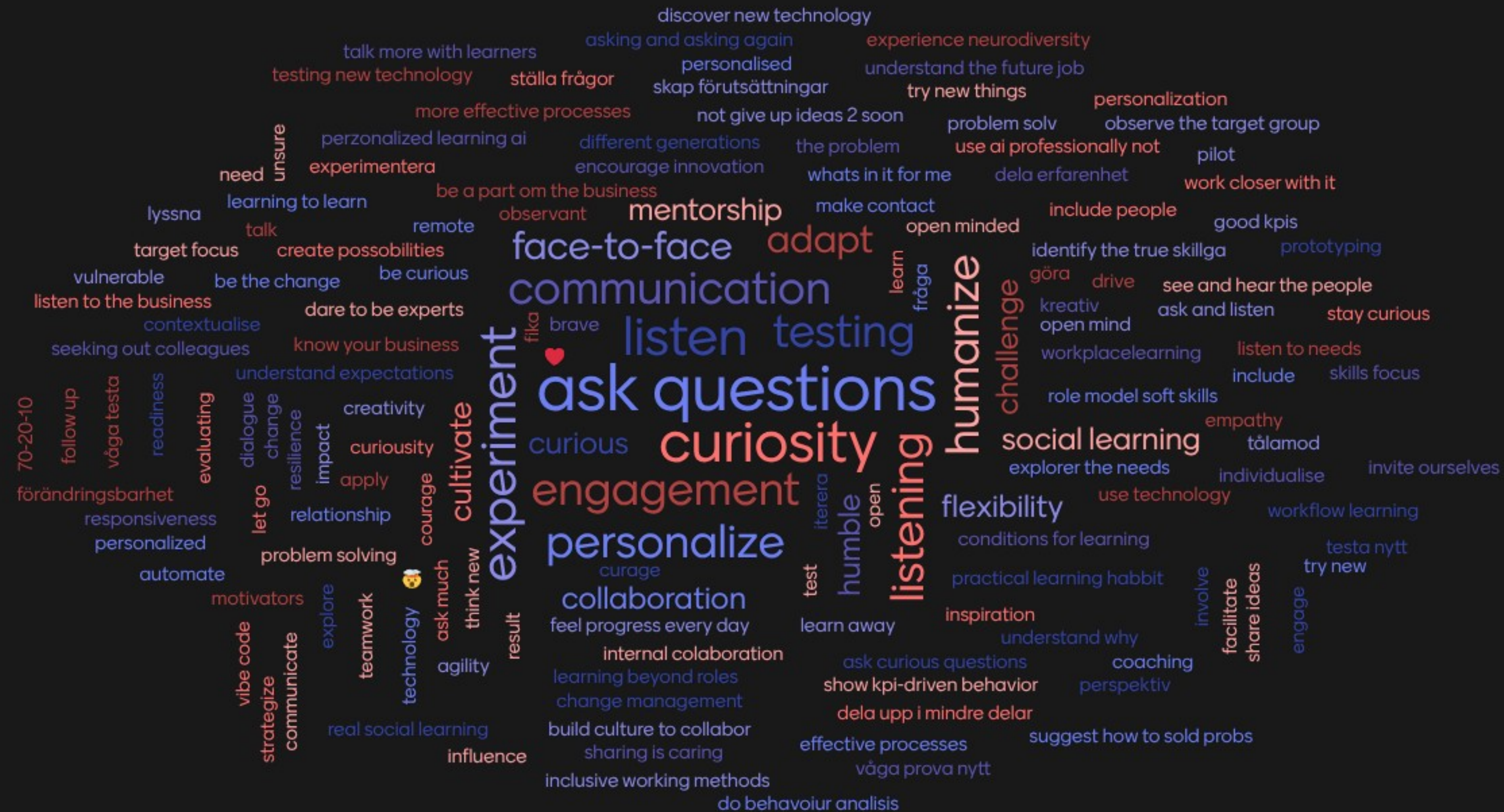
Embrace

What behaviors in L&D do we need to **embrace** to succeed in the future?

What behaviors do L&D need to **LET GO OF** to succeed in the future?



What behaviors do L&D need to **EMBRACE** to succeed in the future?





✓ Future



✓ Behaviors



Action

How AI can act as an enabler

General AI

Create **task** agents



Claude



Gemini



Copilot Studio



ChatGPT

Automation AI

Create **workflow** agents



make



n8n



Lindy

Specialised AI

Use **domain** agents

Oboe



Sana



Tilda.

Effects of using AI as enabler

“We used to be a bottleneck in the organization, but now we’re able to handle more needs and work more efficiently.”



Mattias Varen
Alleima

“We’re challenged to create smarter solutions, not just default to e-learning”

Tilda Client
Fortune 500 Company





Share with your neighbor

What **action** do
I want to take now?



Well done!

You've just hacked the future

Want the full hackathon insights?

Scan the QR and we'll send it to you



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Your engine for change

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