



A Live Change Hack:

We've seen the Future.

Now what?

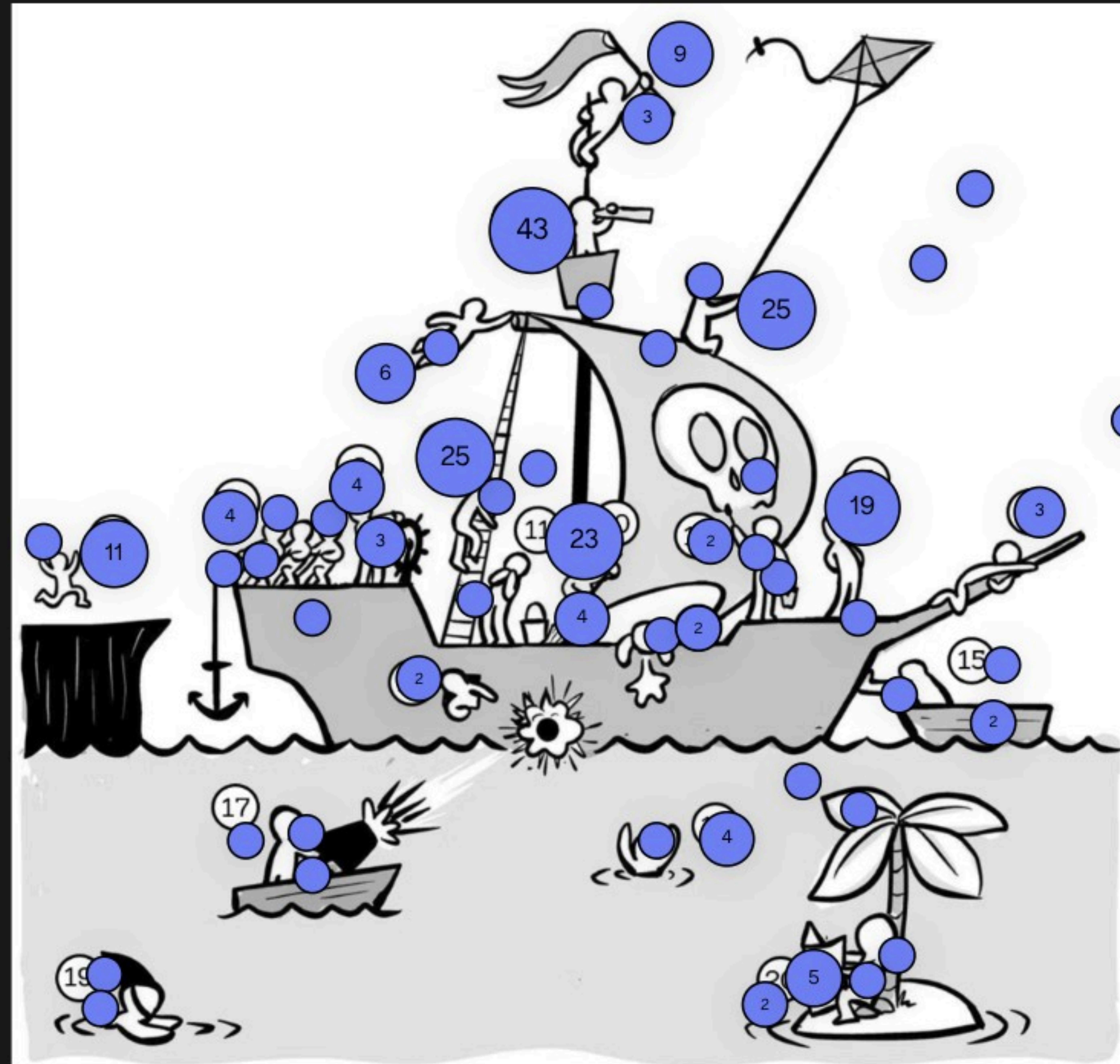


Share with your neighbor

Where did
you place
yourself
and why?



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





Sveinung Skaalnes
COO, Co-Founder



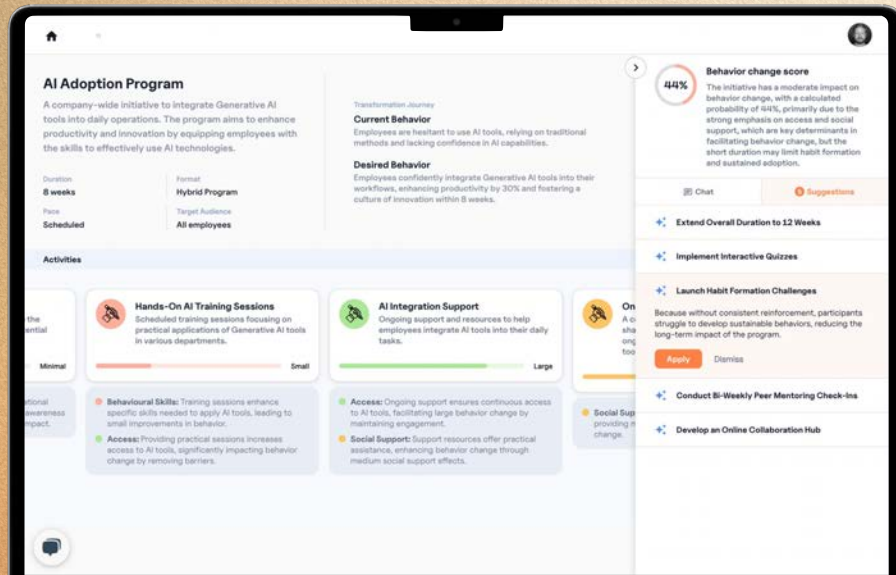
Bella Funck
CEO, Co-Founder



Tilda.

heytilda.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

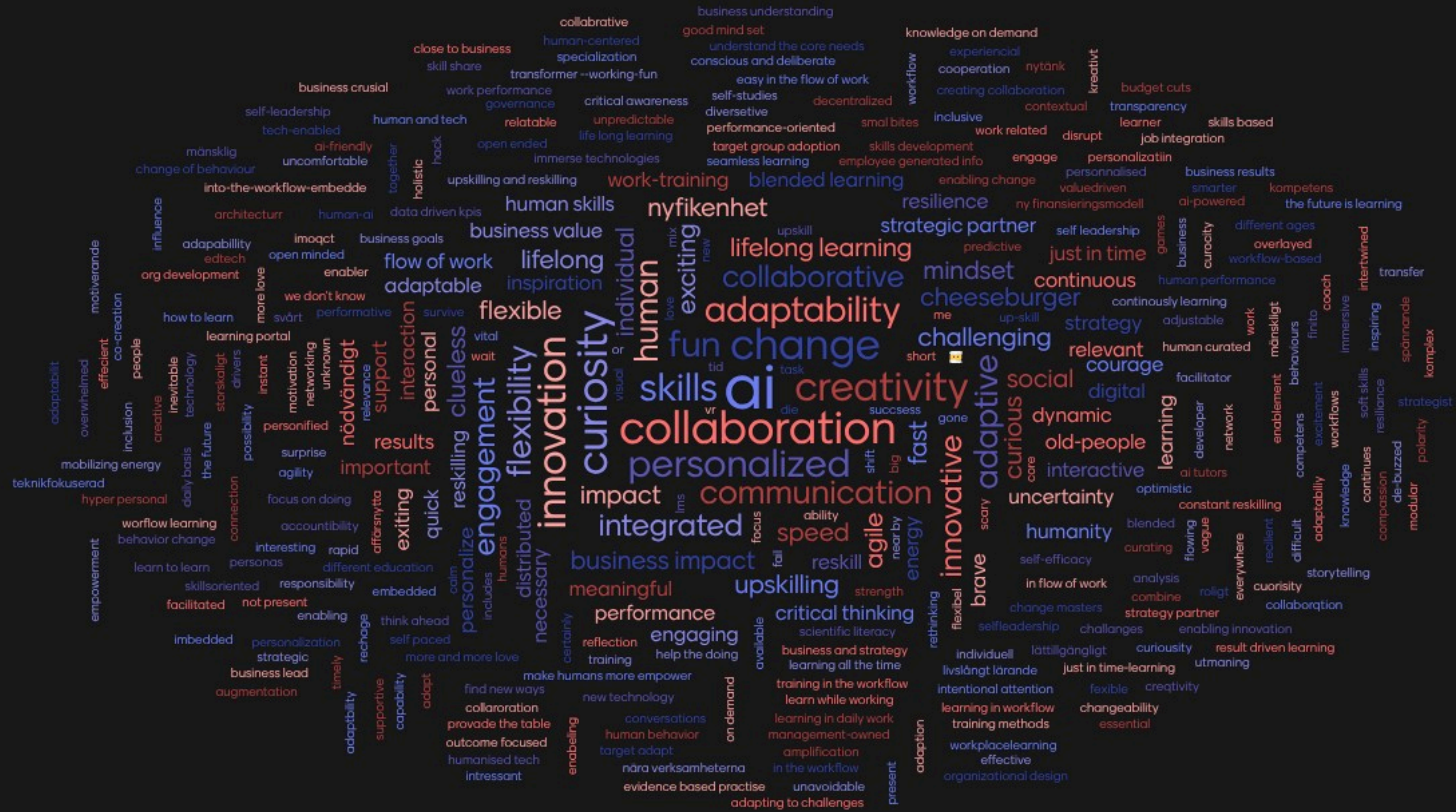


Action



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

3 words that describes the future of L&D?





✓ **Future**



Behaviors

{ **Let go of**
Embrace



Action



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

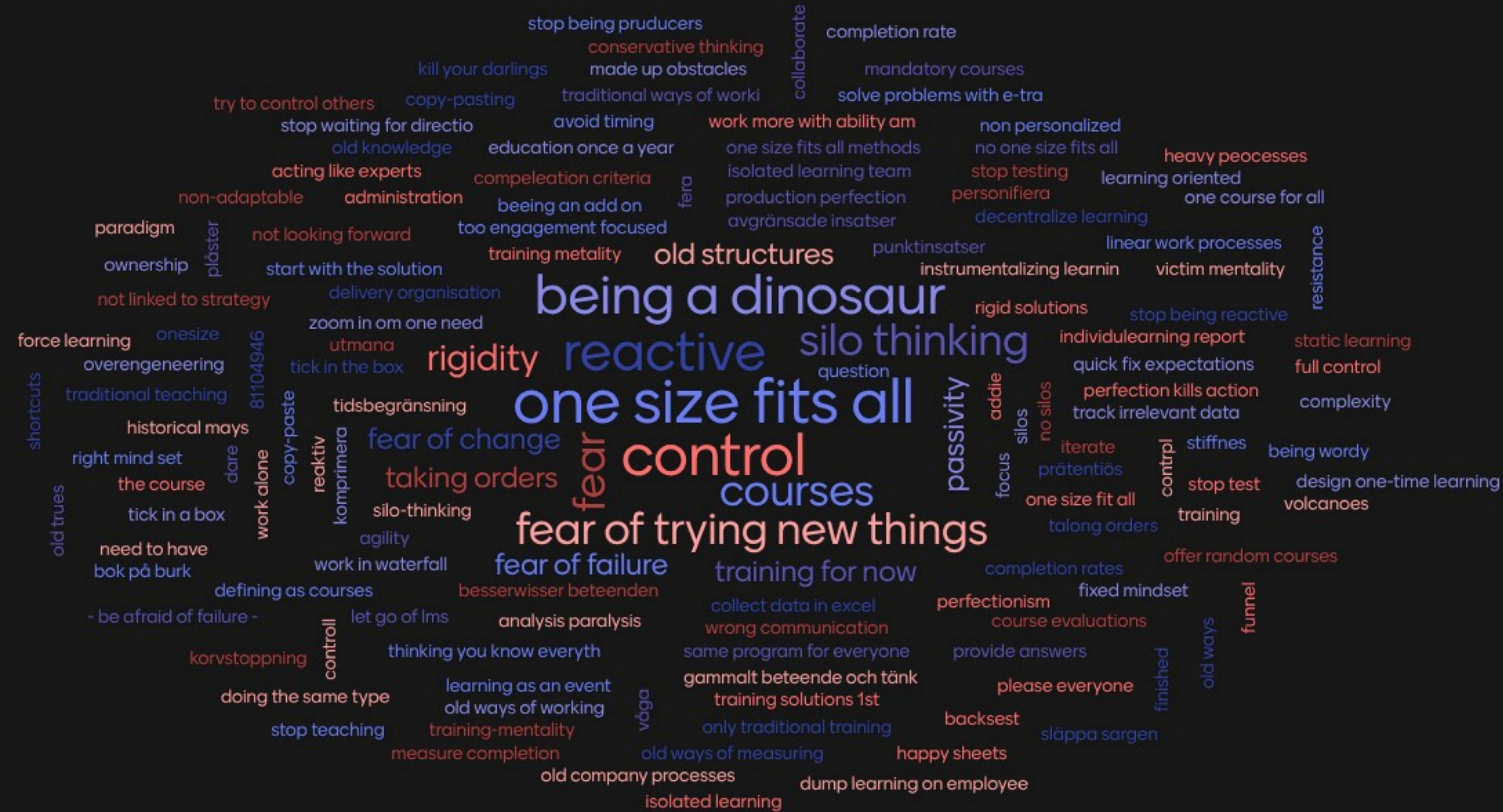
Let go of

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



Märta Asp
Volvo CE



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



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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