

## Learn & Perform E-News from Palan - December 2005

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Hi! Welcome to the December Learn & Perform E-news. My very best wishes to all of you for a very prosperous 2006 and those of you celebrating Christmas, Merry X'mas.

The content for this month's Learn & Perform E-news:

- Trends 2006
- My most memorable FUN session
- E-Train The Trainer Course

### Trends 2006

Every year, I visit the websites of my favourite futurists. Please do not get me wrong, I am not checking on astrology but I do want to know the directions where the world will be moving and how we can be prepared for the challenges that emerge from these trends. We have provided you with a link to review the article by Mitchell Levy for yourself - [click here](#).

The succinct ideas from the article are:

**Trend One:** Energy issues will take a front burner on the world stage with oil prices touching \$ 100/- a barrel. Alternative fuels will be a big thing.

**Trend Two:** The Internet's democratization effect will expand to traditional media. Blogs, podcasts, webcasts and videoblogs are here to stay. Watch the kids for future trends. My sons have blogs, ipods and they do not consider proficiency in MS Office as computer literacy. Remember the prediction a few years ago, 'sms' will dominate the use of mobile phones is now true.

**Trend Three:** Marketing expenditures will continue to shift to the Internet. Is your website interactive? My goal for 2006 is to make this e-news as interactive, informative and yet brief. You may recognise my team is putting in great efforts to make this e-news as reader friendly as possible considering that we have subscribers from countries with poor infrastructure too.

**Trend Four:** The growth of third world economies such as China, India and others will continue to influence World Commerce. Have you learned Mandarin, Hindi, Arabic or Indonesian to tap into the opportunities?

**Trend Five:** Organisations will continue to focus on Core Competencies and move away from non core activities leading to increasing outsourcing. Have you visited [www.hrdpower.com](http://www.hrdpower.com) to see how you can build your core competencies with a fraction of cost and with lower cycle times? Do you have a copy our e book on Competency Management? [Click here](#) to visit our e-Store.

**Trend Six:** Services will continue to play a big role in Western economies. Software as a service will continue to grow. People will look for credentials. If you are a trainer, have you completed your Certificate in Training & Development? If you are a speaker, have you visited the website of National Speakers Association to complete the Professional Competencies course?

**Trend Seven:** Have you understood the importance of mobile commerce? Cell phones, Smart phones and PDA's will be the way of life.

**Trend Eight:** The adoption of VOIP continues to grow as it lowers costs significantly. Have you used tools such as Skype?

**Trend Nine:** Employee-Employer relationships will strengthen as employers will value retention and employees will realise that a good job is better than a high paying job that destroys work: life balance. The role of HR will change dramatically to achieve this objective. The goal to make an employee employable always, will rest with the organisation in the future.

**Trend 10:** Security and Privacy issues will raise their heads again due to the rampant crime on the internet.

### My most memorable FUN session

As you are aware our work in the area of FUN learning and games has increased over the last few years. In my book The Magic of Making Training FUN! I recollected the memorable FUN sessions led by my teachers. I would

like to invite all of you to share with us your memorable FUN sessions. Please describe in less than about 1000 words what specifically your teacher DID to make the session FUN for YOU. The length is not so important. What is essential is the content. If your written piece is chosen for posting on the web, you will be given credit for the piece as well as a FREE copy of my book.

E-Train The Trainer Course

I am amazed with the response - 78 registrations. To those of you who have completed the course, we will send you a certificate acknowledging your efforts. To those who have not yet done so, please note that I will keep the E-Train the Trainer Course open until Jan 7th, 2006.

I will be in touch by January with the January E-news.

Regards,  
Palan