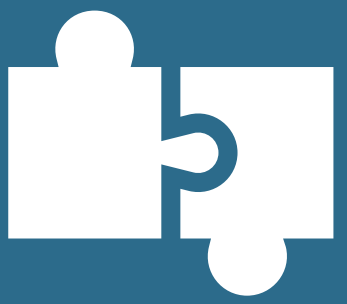




# Learning Has A Role

in the Four Pillars of Employee Experience

**L&D programs** need to give employees a sense of reality and help create an employer-employee relationship of resilience, reciprocity, meaning and hope.



## Resilience

PILLAR 01

Resilience means confidence in relationships and connections at work. Without loyalty and support, personal resilience will be lacking. Various learning platforms that emphasize compassion, empathy and trust should be developed.



## Reciprocity

PILLAR 02

Employees should know that their company appreciates effort and hard work. L&D helps employees feel invested in the company, and should be available for all employees throughout their work life.



## Meaning

PILLAR 03

Meaning is one of the most important workplace pillars. Meaning ensures workers are validated interpersonally and personally in their work. L&D should support workers in programs that highlight their roles and improve their opportunities.



## Hope

PILLAR 04

Employees should always know that change is possible. Without hope, employees may begin to feel stuck or deprived of career advancement. Focusing L&D on new skills and growth will help employees feel worthwhile and able to achieve.