



人合群力 基業長青

MANAGEMENT CONSULTING

康士藤管理顧問有限公司

# 2019 ATD ICE 分享

@Washington DC

# atd 2019

International Conference & Exposition

May 19-22 | Washington, D.C.



## WASHINGTON

**12,000+**  
Professionals

**400+**  
Speakers

**300+**  
Sessions

**400+**  
Exhibitors



# 12 Theme Tracks 主題線

<https://atdconference.td.org/learning-tracks>



領導力發展  
Leadership Development

人才管理  
Talent Management

atd 2019  
International Conference  
& Exposition

# GENERAL SESSION SPEAKERS

atd 2019  
International Conference  
& Exposition

MONDAY



**Oprah Winfrey**  
8:30 - 9:30 a.m.

TUESDAY



**Seth Godin**  
8 - 9:30 a.m.

WEDNESDAY



**Eric Whitacre**  
3 - 4 p.m.

Sponsored by



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# 3個關鍵字

## My ATD Takeaways

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**Millennials**



**Connection**



**Purpose**



# Millennials

# 千禧世代領導者



## 世代現況

現今23-38歲  
組織中堅份子  
未來接班世代



## 重視價值

薪水與績效外  
更重視未來性  
渴望成長



## 留任關鍵

團隊健康  
組織文化



## 期望的領導模式

授權、開放、容錯  
信任為前提的自主權  
被看見、聆聽





A hand is shown interacting with a digital network of glowing person icons connected by lines, symbolizing connection. The background is dark blue with glowing blue and orange lines and a grid pattern.

# Connection



# 領導者的關鍵價值：連結



A person wearing athletic leggings and sneakers is captured in a starting crouch on a paved path. The scene is bathed in the warm, golden light of a sunrise, with long shadows cast across the ground. The word "Purpose" is overlaid in white text on the left side of the image.

# Purpose



# 領導者的決策基礎：目的

- KNOWING WHAT YOUR GOAL IS
- SOLID PLAN
- FILL WITH INTENTION

2019 ATD Keynote Speaker

**Eric Whitacre**



# 領導者的決策基礎：目的





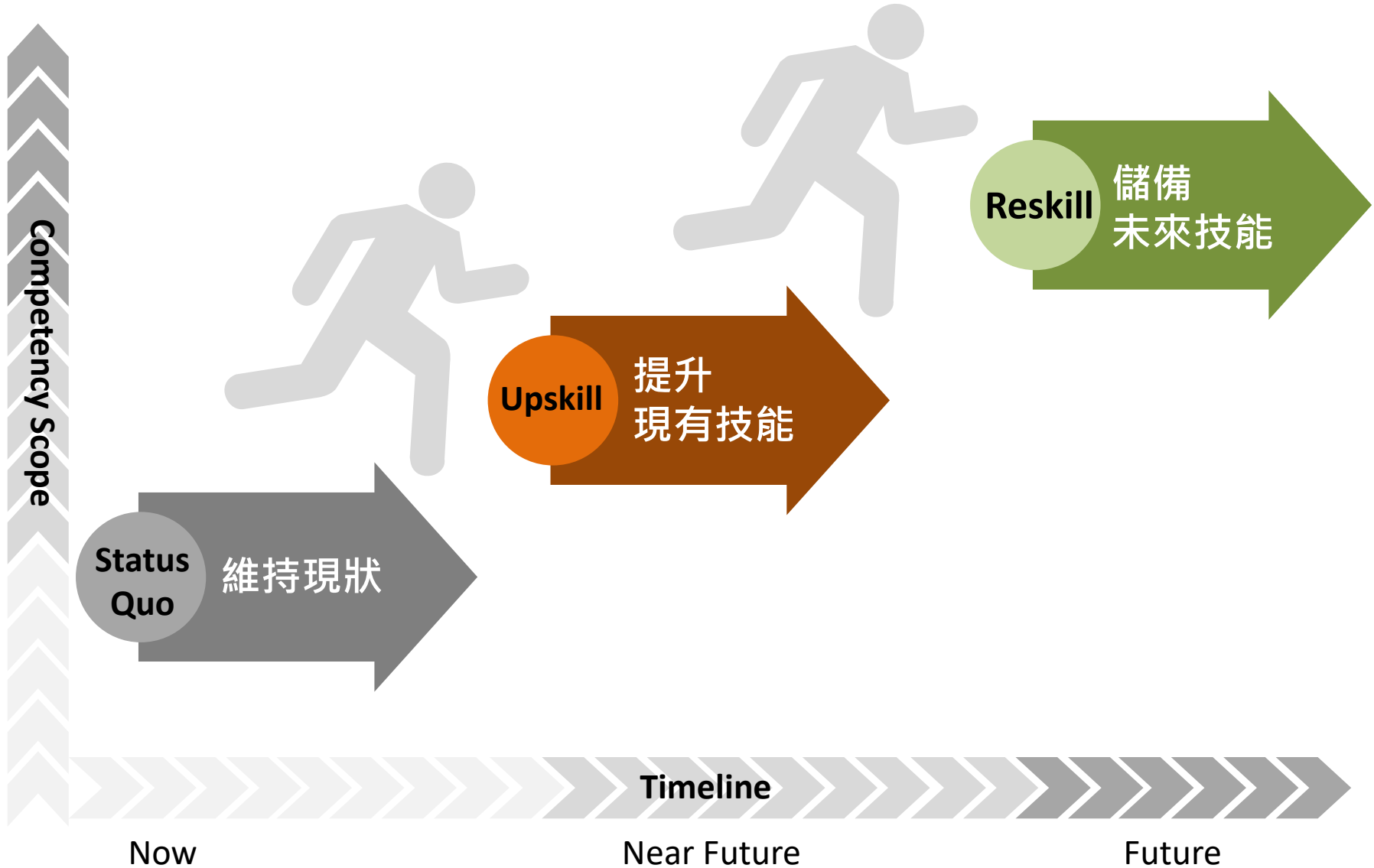
# 2個關鍵趨勢

## My ATD Takeaways

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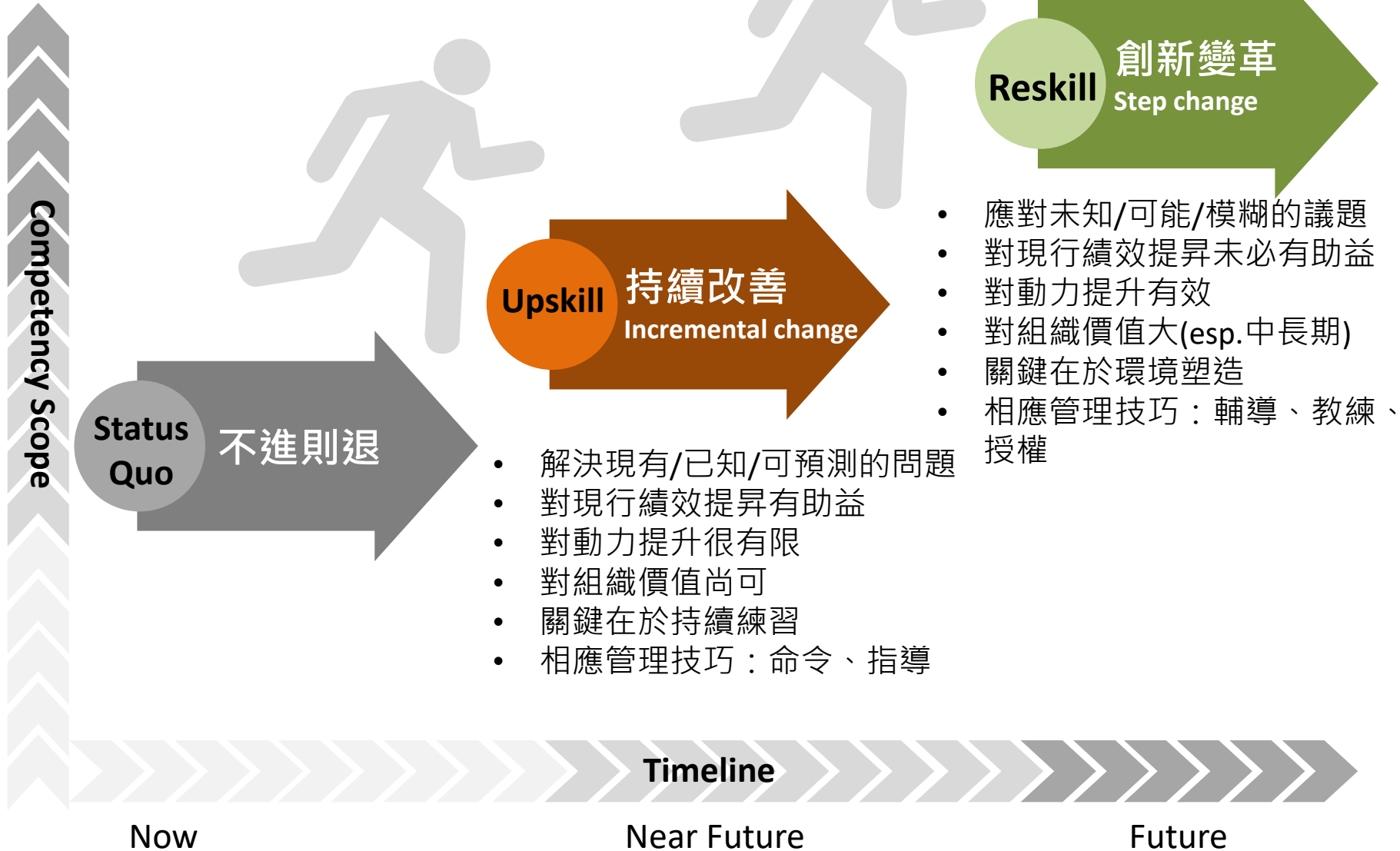


# T&D Roadmap





# PURPOSE of it







# SOFT Skill to REAL Skill

LEARNING  
TO SEE  
CARE  
MAKE BETTER  
DECISIONS

2019 ATD Keynote Speaker

**Seth Godin**

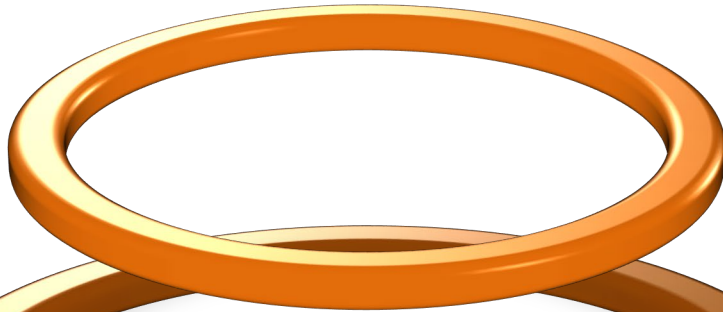




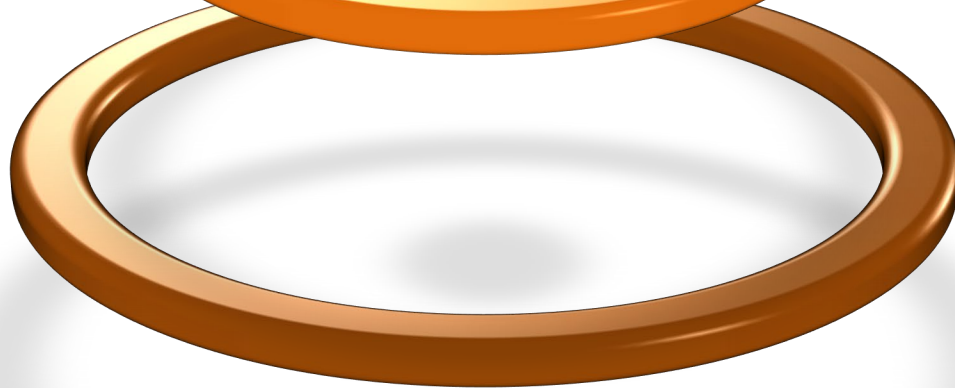
# SOFT Skill to REAL Skill



自我認知與察覺  
Learning to see



他人的互動與影響  
Learning to care



環境的形塑與創造  
Learning to make  
better decisions



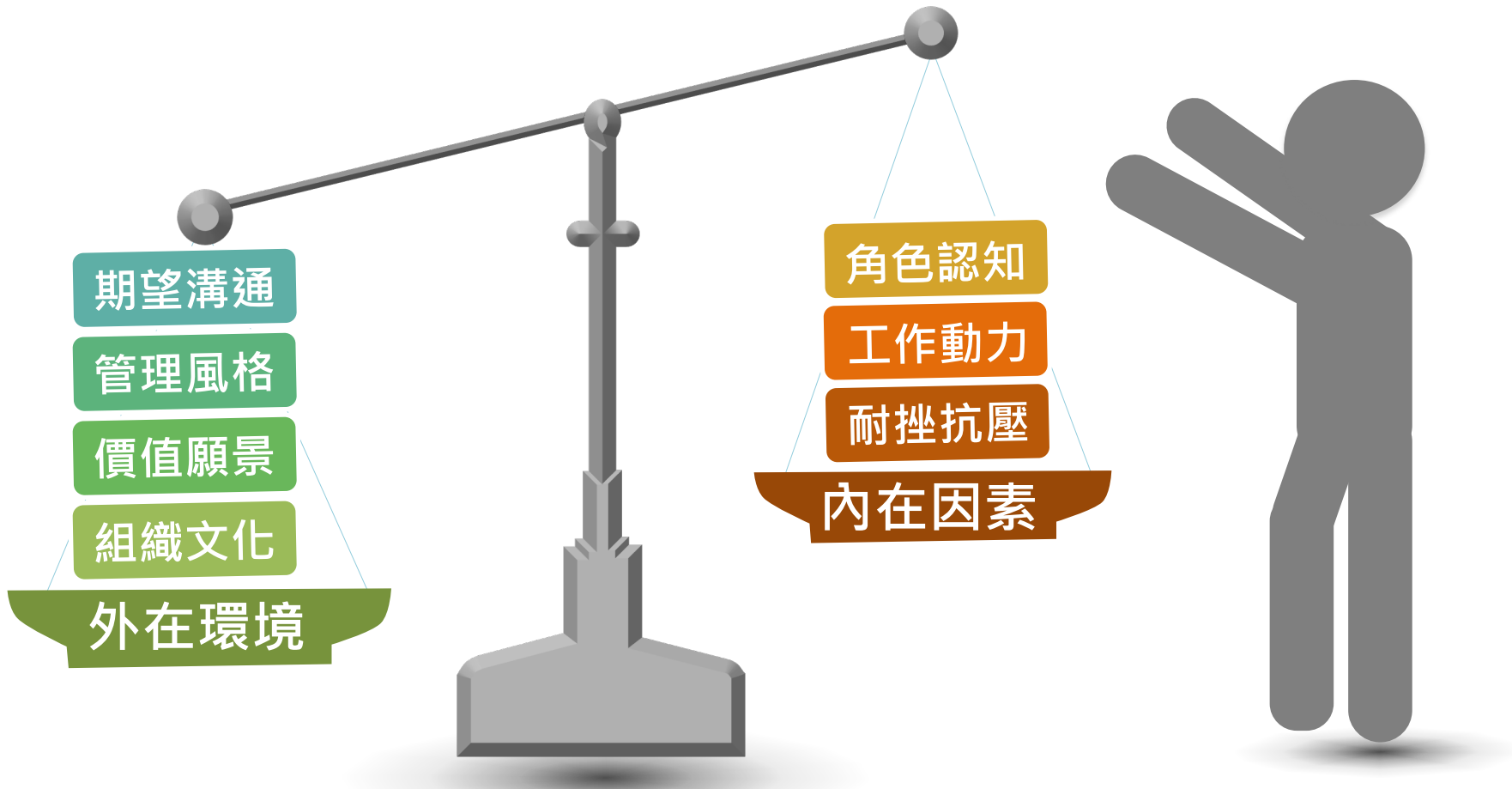
# 1 個關鍵支持

## My ATD Takeaways

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# Environment for Change





**LEADERSHIP is Everything.**

**Pay attention to  
the INTENTION.**

**How can I be used  
in SERVICE?**



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**Thank You**