**How to Democratize and Sustain Learning in a Hybrid World**

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To:

* Susan Swartz

Fri 4/1/2022 8:56 AM

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Here are the best practices required within each level to make learning in a hybrid world sustainable. | | | | |  |  | | --- | --- | | |  | | --- | | [**READ MORE**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZ3d3cuY2hpZWZsZWFybmluZ29mZmljZXIuY29tJTJGMjAyMiUyRjAzJTJGMzElMkZob3ctdG8tZGVtb2NyYXRpemUtYW5kLXN1c3RhaW4tbGVhcm5pbmctaW4tYS1oeWJyaWQtd29ybGQlM0Z1dG1fc291cmNlJTNEQWN0aXZlQ2FtcGFpZ24lMjZ1dG1fbWVkaXVtJTNEZW1haWwlMjZ1dG1fY29udGVudCUzREhvdyUyQnRvJTJCRGVtb2NyYXRpemUlMkJhbmQlMkJTdXN0YWluJTJCTGVhcm5pbmclMkJpbiUyQmElMkJIeWJyaWQlMkJXb3JsZCUyNnV0bV9jYW1wYWlnbiUzRENJUl9DTE9fQ0xPJTJCRGlnZXN0XzA0MDEyMg==&sig=2E2yzKNee3TjNhfhcQEp6ZV1HiDVTNN7AyyYAJc2x3ZB&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37361) | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | **FEATURED STORY**  [**Overcoming the 5 Challenges of Hybrid Learning**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZ3d3cuY2hpZWZsZWFybmluZ29mZmljZXIuY29tJTJGMjAyMiUyRjA0JTJGMDElMkZvdmVyY29taW5nLXRoZS01LWNoYWxsZW5nZXMtb2YtaHlicmlkLWxlYXJuaW5nJTJGJTNGdXRtX3NvdXJjZSUzREFjdGl2ZUNhbXBhaWduJTI2dXRtX21lZGl1bSUzRGVtYWlsJTI2dXRtX2NvbnRlbnQlM0RIb3clMkJ0byUyQkRlbW9jcmF0aXplJTJCYW5kJTJCU3VzdGFpbiUyQkxlYXJuaW5nJTJCaW4lMkJhJTJCSHlicmlkJTJCV29ybGQlMjZ1dG1fY2FtcGFpZ24lM0RDSVJfQ0xPX0NMTyUyQkRpZ2VzdF8wNDAxMjI=&sig=3CXU2xtr9YTjaqHpMRzaMsmnmwxQWnossqxYPtpo9wGv&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37363)  How do businesses forge a smooth path forward for their learning and development plans in an environment where hybrid delivery is no longer a backup plan, but the expected way learning is done? | | | | |  |  | | --- | --- | | |  | | --- | | [**READ MORE**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZ3d3cuY2hpZWZsZWFybmluZ29mZmljZXIuY29tJTJGMjAyMiUyRjA0JTJGMDElMkZvdmVyY29taW5nLXRoZS01LWNoYWxsZW5nZXMtb2YtaHlicmlkLWxlYXJuaW5nJTJGJTNGdXRtX3NvdXJjZSUzREFjdGl2ZUNhbXBhaWduJTI2dXRtX21lZGl1bSUzRGVtYWlsJTI2dXRtX2NvbnRlbnQlM0RIb3clMkJ0byUyQkRlbW9jcmF0aXplJTJCYW5kJTJCU3VzdGFpbiUyQkxlYXJuaW5nJTJCaW4lMkJhJTJCSHlicmlkJTJCV29ybGQlMjZ1dG1fY2FtcGFpZ24lM0RDSVJfQ0xPX0NMTyUyQkRpZ2VzdF8wNDAxMjI=&sig=3CXU2xtr9YTjaqHpMRzaMsmnmwxQWnossqxYPtpo9wGv&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37363) | | | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  | | --- | --- | | |  | | --- | |  | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  | | --- | --- | | |  | | --- | | **RESEARCH** [**We Know Things Have Changed**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cCUzQSUyRiUyRnN1cnZleW1vbmtleS5jb20lMkZyJTJGQ0NUN0xXNiUzRnV0bV9zb3VyY2UlM0RBY3RpdmVDYW1wYWlnbiUyNnV0bV9tZWRpdW0lM0RlbWFpbCUyNnV0bV9jb250ZW50JTNESG93JTJCdG8lMkJEZW1vY3JhdGl6ZSUyQmFuZCUyQlN1c3RhaW4lMkJMZWFybmluZyUyQmluJTJCYSUyQkh5YnJpZCUyQldvcmxkJTI2dXRtX2NhbXBhaWduJTNEQ0lSX0NMT19DTE8lMkJEaWdlc3RfMDQwMTIy&sig=BnKkAFpDUN3DqGducq2JHcPxs8JJnsr6HBgHJhC1WFST&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37153)  Please help us learn more about the current state and expected progression of L&D by providing your feedback via our "State of the Learning Industry Survey." | | | | |  |  | | --- | --- | | |  | | --- | | [**START NOW**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZ3d3cuc3VydmV5bW9ua2V5LmNvbSUyRnIlMkZDQ1Q3TFc2JTNGdXRtX3NvdXJjZSUzREFjdGl2ZUNhbXBhaWduJTI2dXRtX21lZGl1bSUzRGVtYWlsJTI2dXRtX2NvbnRlbnQlM0RIb3clMkJ0byUyQkRlbW9jcmF0aXplJTJCYW5kJTJCU3VzdGFpbiUyQkxlYXJuaW5nJTJCaW4lMkJhJTJCSHlicmlkJTJCV29ybGQlMjZ1dG1fY2FtcGFpZ24lM0RDSVJfQ0xPX0NMTyUyQkRpZ2VzdF8wNDAxMjI=&sig=GLsfBbUQY7p7N7yRPsVejnX7CxUAeETTERpUpuKX1wjk&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37367) | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  | | --- | --- | | |  | | --- | | **UPCOMING WEBINARS** | | | | |  |  | | --- | --- | | |  | | --- | | [**What Have We Learned About Hybrid Work So Far?**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZldmVudC5jaGllZmxlYXJuaW5nb2ZmaWNlci5jb20lMkZXaGF0LUhhdmUtV2UtTGVhcm5lZC1BYm91dC1IeWJyaWQtV29yay1Tby1GYXIlM0Z1dG1fc291cmNlJTNEQWN0aXZlQ2FtcGFpZ24lMjZ1dG1fbWVkaXVtJTNEZW1haWwlMjZ1dG1fY29udGVudCUzREhvdyUyQnRvJTJCRGVtb2NyYXRpemUlMkJhbmQlMkJTdXN0YWluJTJCTGVhcm5pbmclMkJpbiUyQmElMkJIeWJyaWQlMkJXb3JsZCUyNnV0bV9jYW1wYWlnbiUzRENJUl9DTE9fQ0xPJTJCRGlnZXN0XzA0MDEyMg==&sig=CQhhEUtnsCdP56ojH9JJwi53r1QqM5VCEb1mvBqhgPTC&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37201)  On Demand Sponsored by: [OpenSesame](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZ3d3cub3BlbnNlc2FtZS5jb20lMkYlM0Z1dG1fc291cmNlJTNEQWN0aXZlQ2FtcGFpZ24lMjZ1dG1fbWVkaXVtJTNEZW1haWwlMjZ1dG1fY29udGVudCUzREhvdyUyQnRvJTJCRGVtb2NyYXRpemUlMkJhbmQlMkJTdXN0YWluJTJCTGVhcm5pbmclMkJpbiUyQmElMkJIeWJyaWQlMkJXb3JsZCUyNnV0bV9jYW1wYWlnbiUzRENJUl9DTE9fQ0xPJTJCRGlnZXN0XzA0MDEyMg==&sig=GnmVskUEUCkKeSwXToWeue7jcQnoLauxndHsmd51e99V&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37202" \t "_blank)  Times have changed, and none more so than the way we work. The traditional 9-5 doesn’t exist for many office workers anymore, and our processes for learning and development are still catching up. As we establish the next normal, how do we discover a hybrid method of working and learning that allows for creativity while boosting productivity? And more importantly, what lessons from 2021 can we take with us into the unchartered waters of 2022? | | | | |  |  | | --- | --- | | |  | | --- | | [**REGISTER NOW**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZldmVudC5jaGllZmxlYXJuaW5nb2ZmaWNlci5jb20lMkZXaGF0LUhhdmUtV2UtTGVhcm5lZC1BYm91dC1IeWJyaWQtV29yay1Tby1GYXIlM0Z1dG1fc291cmNlJTNEQWN0aXZlQ2FtcGFpZ24lMjZ1dG1fbWVkaXVtJTNEZW1haWwlMjZ1dG1fY29udGVudCUzREhvdyUyQnRvJTJCRGVtb2NyYXRpemUlMkJhbmQlMkJTdXN0YWluJTJCTGVhcm5pbmclMkJpbiUyQmElMkJIeWJyaWQlMkJXb3JsZCUyNnV0bV9jYW1wYWlnbiUzRENJUl9DTE9fQ0xPJTJCRGlnZXN0XzA0MDEyMg==&sig=CQhhEUtnsCdP56ojH9JJwi53r1QqM5VCEb1mvBqhgPTC&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37201) | | | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | |  | | --- | |  | | |  | | --- | |  | | |  | | | | |  |  | | --- | --- | | |  | | --- | | [**How Innovational Leadership Characteristics Are Integrated Into Current Leadership Programs**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZldmVudC5vbjI0LmNvbSUyRndjYyUyRnIlMkYzNjk5NzY2JTJGMkYwODU4OEI1Mjc2RTIwRUNBRDQ4Mjc5QTU0NDA1RkElM0ZwYXJ0bmVycmVmJTNERU1BSUwlMjZ1dG1fc291cmNlJTNEQWN0aXZlQ2FtcGFpZ24lMjZ1dG1fbWVkaXVtJTNEZW1haWwlMjZ1dG1fY29udGVudCUzREhvdyUyQnRvJTJCRGVtb2NyYXRpemUlMkJhbmQlMkJTdXN0YWluJTJCTGVhcm5pbmclMkJpbiUyQmElMkJIeWJyaWQlMkJXb3JsZCUyNnV0bV9jYW1wYWlnbiUzRENJUl9DTE9fQ0xPJTJCRGlnZXN0XzA0MDEyMg==&sig=HtfN6h1BuRpdKWVhMftcJqxtG3XgmgXq1GyePDaPuYxQ&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37203)  Wednesday, April 13, at 12 p.m. ET Sponsored by: [Bellevue University's Human Capital Lab](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZodW1hbmNhcGl0YWxsYWIub3JnJTJGJTNGdXRtX3NvdXJjZSUzREFjdGl2ZUNhbXBhaWduJTI2dXRtX21lZGl1bSUzRGVtYWlsJTI2dXRtX2NvbnRlbnQlM0RIb3clMkJ0byUyQkRlbW9jcmF0aXplJTJCYW5kJTJCU3VzdGFpbiUyQkxlYXJuaW5nJTJCaW4lMkJhJTJCSHlicmlkJTJCV29ybGQlMjZ1dG1fY2FtcGFpZ24lM0RDSVJfQ0xPX0NMTyUyQkRpZ2VzdF8wNDAxMjI=&sig=BJdsUDyf8QYo5ebkZATdnQmQb84tynS3XsUz7iLxPhou&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37204)  Following the tremendous response to our research and webinar about Innovational Leadership, we received requests to investigate further. Specifically, our audience wanted to know if the traits we identified translate to teachable skills and, if so, how many companies currently include these skills in their Leadership Development programs. Innovational Leadership Phase II is the result of that research. | | | | |  |  | | --- | --- | | |  | | --- | | [**REGISTER NOW**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZldmVudC5vbjI0LmNvbSUyRndjYyUyRnIlMkYzNjk5NzY2JTJGMkYwODU4OEI1Mjc2RTIwRUNBRDQ4Mjc5QTU0NDA1RkElM0ZwYXJ0bmVycmVmJTNERU1BSUwlMjZ1dG1fc291cmNlJTNEQWN0aXZlQ2FtcGFpZ24lMjZ1dG1fbWVkaXVtJTNEZW1haWwlMjZ1dG1fY29udGVudCUzREhvdyUyQnRvJTJCRGVtb2NyYXRpemUlMkJhbmQlMkJTdXN0YWluJTJCTGVhcm5pbmclMkJpbiUyQmElMkJIeWJyaWQlMkJXb3JsZCUyNnV0bV9jYW1wYWlnbiUzRENJUl9DTE9fQ0xPJTJCRGlnZXN0XzA0MDEyMg==&sig=HtfN6h1BuRpdKWVhMftcJqxtG3XgmgXq1GyePDaPuYxQ&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37203) | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  | | --- | --- | | |  | | --- | | **FEATURED WHITE PAPERS** | | | | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  | | --- | --- | | |  | | --- | |  | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | [**Research Snapshot: Evolving Positions in Executive Leadership**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZkb3dubG9hZC5jaGllZmxlYXJuaW5nb2ZmaWNlci5jb20lMkZleGVjdXRpdmUtbGVhZGVyc2hpcC1kZXZlbG9wbWVudCUzRnV0bV9zb3VyY2UlM0RBY3RpdmVDYW1wYWlnbiUyNnV0bV9tZWRpdW0lM0RlbWFpbCUyNnV0bV9jb250ZW50JTNESG93JTJCdG8lMkJEZW1vY3JhdGl6ZSUyQmFuZCUyQlN1c3RhaW4lMkJMZWFybmluZyUyQmluJTJCYSUyQkh5YnJpZCUyQldvcmxkJTI2dXRtX2NhbXBhaWduJTNEQ0lSX0NMT19DTE8lMkJEaWdlc3RfMDQwMTIy&sig=ABu7xbHdKN7rwzGhWpmFoFCPdbiCsReACUKsqHkvWkGx&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37160)  A recently issued 2021 Learning State of the Industry survey found a shifting, though not yet solidified, position among the learning & development community toward an extended, if not permanent change in how organizations will operate post-pandemic. | | | | |  |  | | --- | --- | | |  | | --- | | [**DOWNLOAD NOW**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZkb3dubG9hZC5jaGllZmxlYXJuaW5nb2ZmaWNlci5jb20lMkZleGVjdXRpdmUtbGVhZGVyc2hpcC1kZXZlbG9wbWVudCUzRnV0bV9zb3VyY2UlM0RBY3RpdmVDYW1wYWlnbiUyNnV0bV9tZWRpdW0lM0RlbWFpbCUyNnV0bV9jb250ZW50JTNESG93JTJCdG8lMkJEZW1vY3JhdGl6ZSUyQmFuZCUyQlN1c3RhaW4lMkJMZWFybmluZyUyQmluJTJCYSUyQkh5YnJpZCUyQldvcmxkJTI2dXRtX2NhbXBhaWduJTNEQ0lSX0NMT19DTE8lMkJEaWdlc3RfMDQwMTIy&sig=ABu7xbHdKN7rwzGhWpmFoFCPdbiCsReACUKsqHkvWkGx&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37160) | | | | |  |  | | --- | --- | | |  | | --- | | [**Essential Social Learning Technologies**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZpbmZvLmNoaWVmbGVhcm5pbmdvZmZpY2VyLmNvbSUyRmVzc2VudGlhbC1zb2NpYWwtbGVhcm5pbmctdGVjaG5vbG9naWVzJTNGdXRtX3NvdXJjZSUzREFjdGl2ZUNhbXBhaWduJTI2dXRtX21lZGl1bSUzRGVtYWlsJTI2dXRtX2NvbnRlbnQlM0RIb3clMkJ0byUyQkRlbW9jcmF0aXplJTJCYW5kJTJCU3VzdGFpbiUyQkxlYXJuaW5nJTJCaW4lMkJhJTJCSHlicmlkJTJCV29ybGQlMjZ1dG1fY2FtcGFpZ24lM0RDSVJfQ0xPX0NMTyUyQkRpZ2VzdF8wNDAxMjI=&sig=6LPvkLKU8mWuubqKzhB21AiEx6JQBcMggH9qLL6b7FC7&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37205)  Social learning technologies can foster collaborative learning and promote the effectiveness of L&D activities. It is essential for the learning function to understand how to effectively leverage this learning delivery modality. This Snapshot explores best practices in social learning technology. | | | | |  |  | | --- | --- | | |  | | --- | | [**DOWNLOAD NOW**](https://humancapitalmedia.lt.emlnk1.com/Prod/link-tracker?redirectUrl=aHR0cHMlM0ElMkYlMkZpbmZvLmNoaWVmbGVhcm5pbmdvZmZpY2VyLmNvbSUyRmVzc2VudGlhbC1zb2NpYWwtbGVhcm5pbmctdGVjaG5vbG9naWVzJTNGdXRtX3NvdXJjZSUzREFjdGl2ZUNhbXBhaWduJTI2dXRtX21lZGl1bSUzRGVtYWlsJTI2dXRtX2NvbnRlbnQlM0RIb3clMkJ0byUyQkRlbW9jcmF0aXplJTJCYW5kJTJCU3VzdGFpbiUyQkxlYXJuaW5nJTJCaW4lMkJhJTJCSHlicmlkJTJCV29ybGQlMjZ1dG1fY2FtcGFpZ24lM0RDSVJfQ0xPX0NMTyUyQkRpZ2VzdF8wNDAxMjI=&sig=6LPvkLKU8mWuubqKzhB21AiEx6JQBcMggH9qLL6b7FC7&iat=1648817778&a=%7C%7C67089072%7C%7C&account=humancapitalmedia%2Eactivehosted%2Ecom&email=ICDQh6b8bskysnopuQ4TQKEQRDA3MX%2FpEanpAS%2Bpt3s%3D&s=0584a8462c0e6e88f7b5e223de7415c6&i=2508A2633A1A37205) | | | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  | | --- | --- | | |  | | --- | |  | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  |  | | | | | | |  |  | | --- | --- | | |  | | --- | | BetterWork Media Group, 1 E. 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