

2025 Year in Review: Learning & Development

Top Learning Trend

AI-powered roleplay and real-time feedback beat out traditional eLearning as the most effective upskilling method across enterprise L&D programs.

Stat of the Year

Organizations with strong learning cultures had a **56% improvement in skill preparedness**, regardless of content quality. *(Source: Gartner, 2023)*

What Worked

- AI-driven coaching reports reduced time spent writing feedback by 50%
- AI roleplay tools increased confidence and skills by 5–20%



Improvement in skill preparedness

Content Alone Isn't Enough

Culture is the software your content runs on.



Boost in skill preparedness

- **56%** Boost in skill preparedness for companies with strong learning cultures *(Gartner)*
- High-quality content = results if culture, leadership, and coaching aren't in place

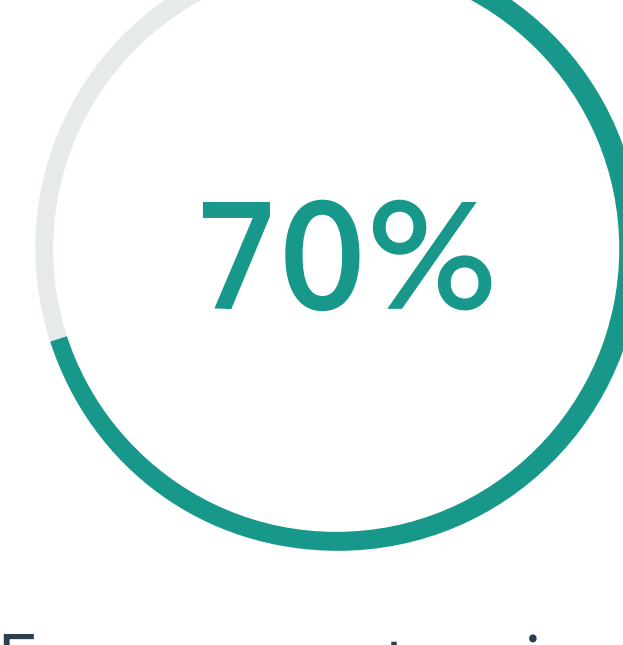
Takeaway

Replace “content-first” strategies with culture-first mindsets by 5–20%

Culture > Content

“Your playlist isn't your strategy.”

- Psychological safety → engagement, retention, and learning *(APA, 2024)*
- **70%** of engagement variance is driven by managers *(Gallup)*
- Employees need time, space, and permission to fail forward



Takeaway

Digital content without a strong learning culture is just noise.

Engagement variance driven by managers

AI Meets Empathy

“AI doesn't replace coaches. It empowers them.”



Reduction in manager feedback writing time

- **50%+** reduction in manager time writing feedback
- **20%** skill development lift from regular AI-powered coaching *(Mentor)*
- Higher adoption of coaching tools when AI suggests SMART goals + frameworks *(STAR, GROW)*

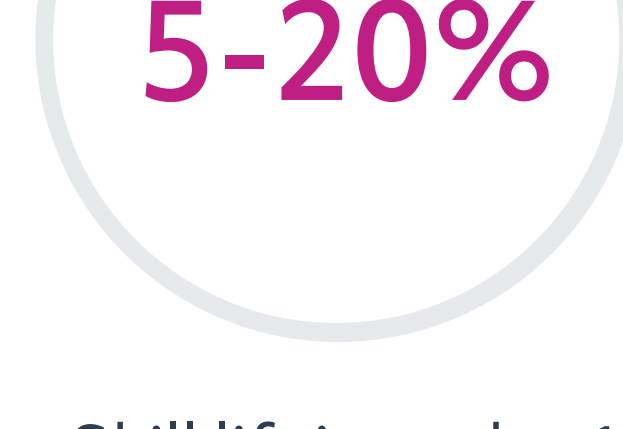
Takeaway

AI drives results when paired with human-centered coaching and trust.

Practice Makes Performance

“Learning that sticks isn't watched—it's practiced.”

- AI roleplay provided **safe, repeatable, judgment-free** skill practice
- 5–20% skill lift in under 1 month using Mentor
- AI made **scenario-based practice** accessible for remote and distributed teams



Skill lift in under 1 month using Mentor

Takeaway

Real performance comes from consistent, safe-to-fail practice.

Compliance Got an Upgrade

“Checklist learning is out. Capability-building is in.”



Compliance through FactChecker®

- Regulated industries embraced simulation over slides
- Real-time FactChecker® ensured compliance during practice—not just review
- AI-powered coaching created audit-ready feedback logs

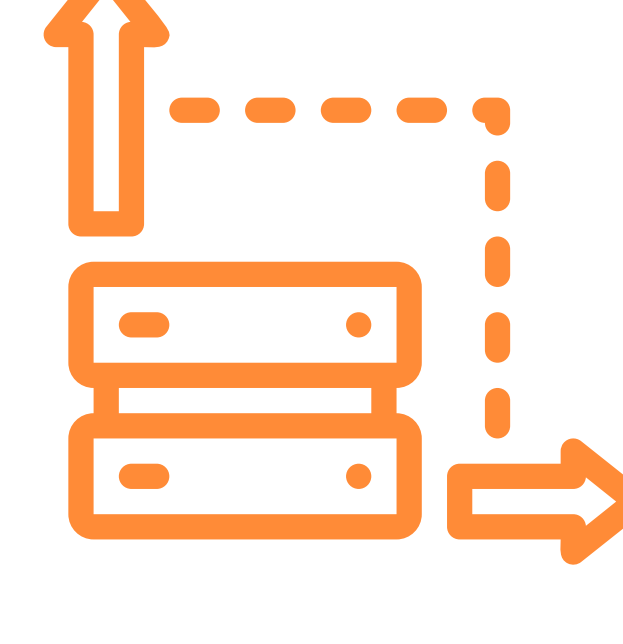
Takeaway

Risk-averse sectors proved you can be bold and compliant.

Coaching Became Scalable

“AI scaled consistency. Leaders brought the care.”

- Coaching became proactive, not reactive
- Reports helped managers tie learning to business outcomes
- AI enabled coaching for all roles, not just top performers



Proactive Coaching

Takeaway

Technology removed friction. Culture made coaching matter.

Learning Ecosystems Took Shape

“Success lives in the integration.”



Global Teams

- 2025 saw a shift toward **ecosystem thinking**: LMS + LXP + CRM + HRIS
- Data evolved from dashboards → **learning intelligence**
- Inclusion expanded: Deskless workers, neurodiverse learners, global teams

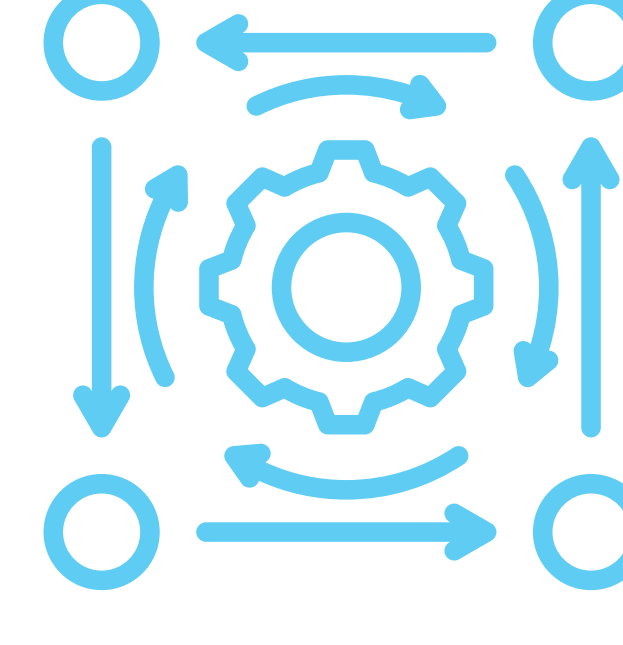
Takeaway

L&D success came from building connected, inclusive systems.

The Common Thread

“Tools don't drive change. People do.”

- The best orgs weren't the flashiest—they were the most **aligned**
- Leaders modeled growth
- Employees practiced with purpose
- AI supported—not substituted—human development

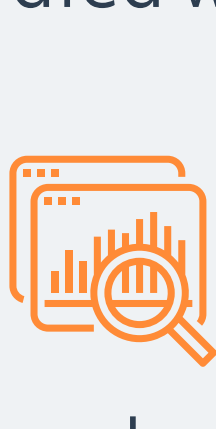


Aligned Organizations

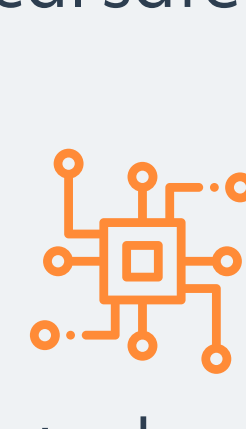
2026: The Year of Learning That Performs

“In 2026, success isn't measured by completions. It's measured by competence.”

Expect more:



AI-integrated workflows



Psychological safety as a norm



Skill-based analytics



Cohesive tech ecosystems

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