


Learning Trends for 2023

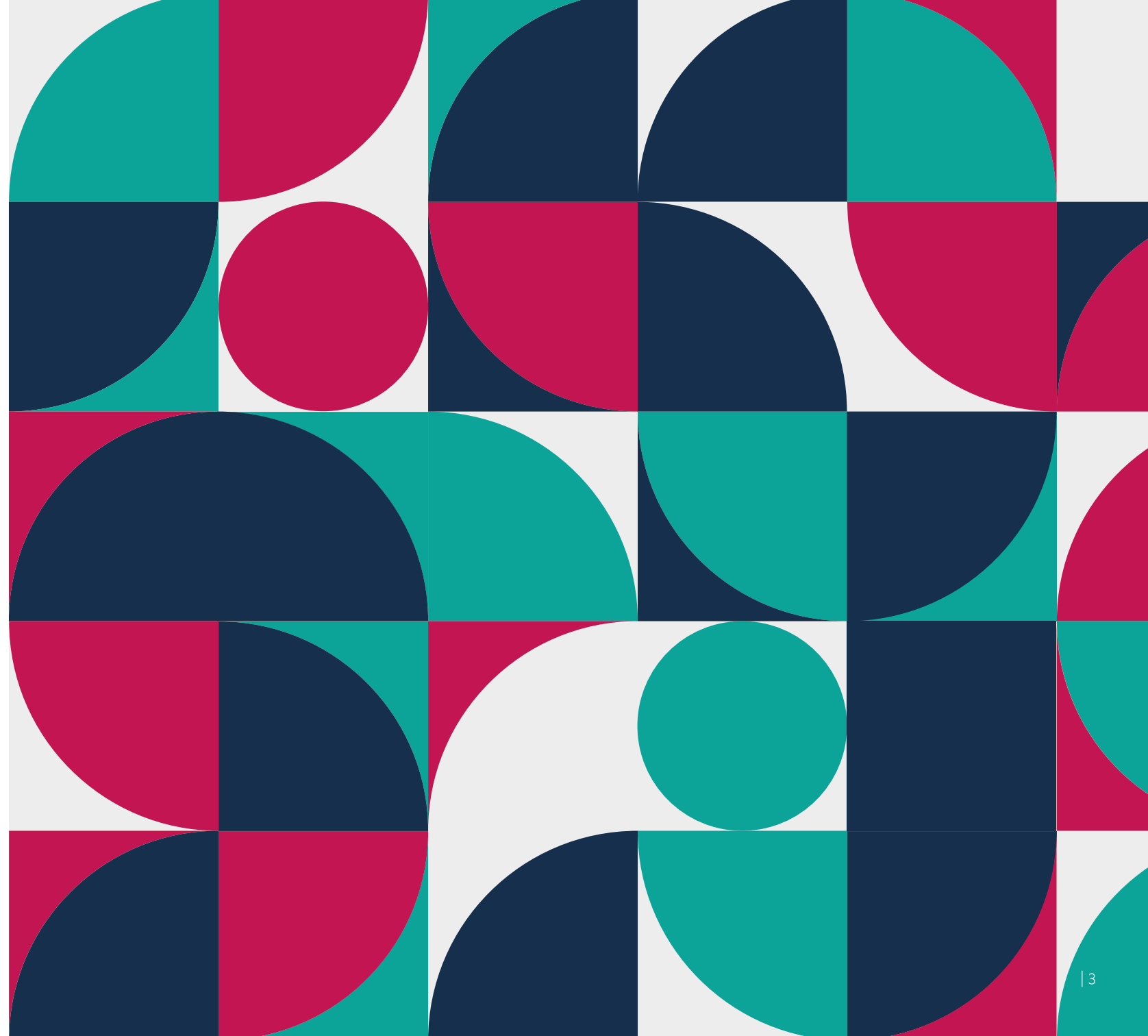
What to Expect





There are noteworthy and emerging patterns in the learning and development (L&D) space every year. As of late, there is an ever-increasing demand for new ways of working, smarter ways of learning, and more innovative approaches for making both things happen.

Read on to discover how the current L&D trends can help you anticipate and manage potential disruptions, streamline your processes, and develop new strategies to build better alignment within your organization.



Becoming a Skills-Based Organization

Trend 1

This trend entails a shift in an organization's approach from inflexible job or role descriptions to a skills-based framework that allows for a more fluid understanding of work. Adopting this approach enhances an organization's ability to respond to disruptions by promoting agility and resourcefulness, enabling the organization to become better equipped to manage unexpected challenges.

Many organizations are embracing technology as an aid in facilitating this shift. Although technology has advanced significantly, it alone cannot "automagically" prepare us for new demands without a deep comprehension of the work and work output. Understanding the role of technology is vital to successfully become skills based, and it will enable organizations to create a scalable, repeatable learning infrastructure that can address future needs. Becoming skills based requires a significant shift in organizational learning culture and deep organization-wide collaboration.



Connected Technologies: Reduce Skill Gaps and Create Opportunity
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Trend 2

As learning industry professionals, we possess a tremendous opportunity to foster a culture of inclusivity within our organizations, starting with the onboarding process and extending throughout the employee journey. We can achieve this culture by integrating inclusion into our designs from the outset, rather than as an afterthought. One effective way to do this is by diversifying the voices that we incorporate into our learning programs. By broadening the range of perspectives represented in our learning materials, we can create an inclusive and welcoming environment that facilitates more meaningful learning experiences for all employees.

We can promote inclusivity by implementing intentional micro-coaching and mentoring programs, expanding access to learning opportunities, and carefully considering the various stages of the learning journey. Additionally, building inclusion into onboarding and other learning initiatives can lay the groundwork for a sense of belonging that is essential for employee engagement and success. By providing ample support touchpoints throughout the learning process, we can create an environment that fosters inclusion and sets the stage for the sense of belonging we want everyone to feel.

**DE&I: Practical
vs. Performative**
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Designing for Inclusion, Beginning with Onboarding

Refining Design Thinking, Agile, and MVPs



Trend 3

We are witnessing a resurgence of interest in agile and design-thinking methodologies, along with a renewed focus on the concept of designing for a minimal viable product (MVP). When aiming to develop elegant learning designs, it's essential to prioritize simplicity by creating the most straightforward product that meets the most basic objectives rather than immediately opting for complex learning designs.

An example of embracing an MVP mindset in the L&D industry would be to create a simple and basic learning module that is designed to meet the most critical learning needs, and then continually iterating and improving upon it based on data and feedback. This allows for the development of a solution that is sustainable and can be adjusted to meet evolving needs over time. As the learning needs of an organization change or new information becomes available, the MVP can be refined and developed further to ensure that it continues to meet the advancing needs of learners.

By embracing an MVP mindset, we can develop solutions that are adaptable, sustainable, and data driven, thereby meeting evolving needs over time.



New Roles for the Connected Learning Experience
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Trend 4


Optimizing our learning ecosystems, especially with regard to technology, can enhance the human experience of learners and boost productivity. By redesigning learning systems to minimize barriers and provide easy access to relevant content, we can increase engagement, retention, and upskilling opportunities and also promote communication, knowledge sharing, and more effective coaching and mentoring opportunities.

One example of optimizing a learning ecosystem would be redesigning an organization's learning management system (LMS) to provide a more user-friendly interface, intuitive navigation, and a personalized learning experience. This could involve implementing features such as an adaptive learning pathway, micro-learning modules, and social and collaborative learning opportunities. By streamlining the user experience, learners can easily find relevant content and progress through the learning journey at their own pace.

Additionally, an optimized LMS can provide data and analytics to help L&D professionals measure the effectiveness of their programs and make data-driven decisions to improve the learning experience and impact. All of this results in deeper learner engagement and reduced content costs—a win-win.

**New Roles for the Connected
Learning Experience**

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Optimizing Our Learning Ecosystem

Expanding the Organizational Learning Boundaries



Trend 5

It is crucial that we prepare for industry disruptions and maintain a competitive edge by adopting more innovative approaches that engage audiences both internally and externally.

One way to achieve this is by breaking down traditional learning boundaries and expanding our learning systems to address emerging skill gaps for a broader audience. Rather than limiting learning content as an internal operation, we can take a more collaborative and inclusive approach by incorporating open-sourced content into our learning journeys. L&D professionals may consider collaborating with external stakeholders, such as industry associations or educational institutions, to access a wider range of resources and expertise and to promote knowledge sharing across organizational and industry boundaries.

By adopting this mindset, we can foster a culture of continuous learning and development that enables our people to contribute to our organization's goals while also avoiding industry disruptions.



**Creating a High-Performing Workplace Culture:
Where Leadership and Learning Intersect**

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Trend 6

As L&D professionals, it's important to keep up with the latest trends in technology and explore innovative ways to engage learners and provide truly immersive learning experiences. Despite what many think, the metaverse is not actually owned by a single company. It is a virtual, immersive digital world that serves as a mirror of the real world—it includes people, places, concept expression, events, and human connection.

The metaverse provides an exciting opportunity for creating more meaningful learning experiences and can help us prepare for and navigate the future of work and learning. By leveraging the metaverse, we can enhance knowledge retention and skills development by bringing learners into a safe environment for practice and failure in terms of digital labs and workshops, for example, and we can also facilitate virtual events and conferences that foster more collaboration and connection for hybrid workplaces.

What the Metaverse Means
for Corporate Learning
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Exploring the Metaverse



Conclusion

The field of L&D is constantly evolving, and we must keep up with emerging trends to provide the best possible learning experiences for our organizations. From breaking down traditional learning boundaries and optimizing learning ecosystems to embracing MVP mindsets and leveraging the metaverse, the opportunities for innovative and effective learning strategies are vast. By incorporating these trends into our learning strategies, we can help our organizations stay competitive and meet the evolving needs of our workforce.

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gpstrategies.com

1.888.843.4784

info@gpstrategies.com