

A photograph of a man and a woman in an office. The man, on the left, has light brown hair and a beard, wearing a red and black plaid shirt over a white t-shirt. The woman, on the right, has long blonde hair and is wearing a white top. They are both smiling. They are sitting at a desk with green office chairs. A thin vertical teal line is on the left side of the image.

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L&D TRENDS 2025



1.

INTERNATIONAL TEAMS & DEI

Many of us work in a multicultural work environment, engaging internationally with colleagues, clients and other stakeholders. For L&D professionals this offers both challenges and opportunities. How can we achieve consistency in L&D efforts across the organization?

Territorial differences in learning are more than natural. But in the grand scheme of things, an organization should have clear strategic goals that define learning activities. So, if and when the goal is unified across the organization, its training efforts should also be unified across workforces. No matter how culturally diverse and multilingual the learners are.

Establishing a unified **competency framework** is a tool many have found useful for making sure L&D efforts are unified and consistent across the organization. The framework should outline essential skills applicable across all regions. At the same time, it can allow for localized adaptations.

Global teams are not just a challenge for L&D, but an opportunity, too. Virtual learning must be mentioned in this relation. E-learning is somewhat of a norm these days. This is a clear advantage in a global environment as global teams can more effortlessly **come together virtually**. Many times this leads to richer conversation than local training. Leveraging digital platforms to deliver training that can be accessed anytime, anywhere, accommodating different time zones and learning preferences, is not only necessary but also an exciting opportunity for multinational organizations to be more cost-effective, unified and productive with their L&D activities.



Equip L&D professionals with the skills to understand and respect cultural differences, fostering an inclusive learning environment. Good **diversity management** involves creating an organizational culture that actively promotes and values diverse perspectives, ensures equitable opportunities, and fosters an inclusive environment for all employees. When it comes to L&D, consider at least the following themes.

- Commitment to diversity is demonstrated naturally within your organization. Leaders hold themselves and their teams accountable.
- There are equal opportunities for advancement for everyone.
- Employees know the workplace is a safe space. Training sessions that educate employees about diversity issues, unconscious bias, and such, are available regularly.





INTERNATIONAL TEAMS & DEI

WHY IS THIS RELEVANT?

- Employees need skills to navigate different cultures and customs that come with multicultural and multilingual environment in order to succeed in their roles and be comfortable in their work and work community.
- Unified learning experiences and learning opportunities should exist across the organization.
- The United Nations reports that one in six people globally experiences some level of discrimination.

WHAT TO FOCUS ON?

- Building a competency framework and or developing it further.
- Utilizing virtual training and a learning platform.
- Promoting DEI by for example equipping L&D professionals with the skills to understand and respect cultural differences that effect training needs, for example.
- Nurturing good diversity management practices.



2.

LEADING STRATEGIC COMPETENCES SYSTEMATICALLY

Systematically managing strategic competencies and aligning them with the organization's strategic goals is essential for companies to thrive in a competitive market.

Systematic and strategic approach to competence development helps organizations to differentiate themselves from competitors and to adapt quickly to changing market requirements. Understanding strategic competences helps **identify skill gaps and training needs within the personnel**. In practice, here is what L&D should focus on:

- Having a deep understanding of the organizational strategy and identifying key competencies related to strategic goals
- Mapping employee competencies and competency gaps by implementing performance evaluations
- Designing training programs that address specific competency gaps
- Building a culture of continuous learning, sharing knowledge and best practices, and actively communicating learning needs
- Creating personalized development plans
- Establishing a training management system for storing and sharing training, collecting, and analyzing relevant learning data
- Defining performance metrics and monitoring them regularly
- Staying up-to-date on emerging competencies and future work-life skills





LEADING STRATEGIC COMPETENCIES SYSTEMATICALLY

WHY IS THIS RELEVANT?

- Aligning L&D with strategic competences leads to improved employee performance and productivity.
- Employees are more engaged when they see a clear connection between their development and the organization's success.
- Organizations that invest in developing strategic competences are more likely to retain top talent.
- A systematic approach allows organizations to quickly adapt to changing market conditions and emerging skills needs.

WHAT TO FOCUS ON?

- Identifying key competencies needed to accomplish strategic goals
- Identifying competency gaps and designing relevant training programs
- Implementing a learning management system to store and deliver training, and to collect relevant learning-related data

3.

LEARNING MANAGEMENT SYSTEM

Learning management system (LMS) can be helpful in many ways. When an organization reaches a certain size, it's inevitably beneficial to organize the learning & development activities with the help of a LMS.

LMS makes learning more **visible**. This means that both the employee and the employer have a better understanding of what learning opportunities there are, what has already been learned and what kind of competencies are lacking from the organisation.

LMS also responds to different **measurement** needs. Participant counts, learning results and such are easily measured and tracked. Ultimately though, L&D professionals and management are interested in how learning investments show up in the everyday life. This isn't easy to measure, but utilizing the right tools and analyzing data is the way to get there.

As discussed before in this whitepaper, when it comes to **global work communities**, a digital learning platform is close to a necessity. Leverage it to deliver training that can be accessed anytime, anywhere, accommodating different time zones and learning preferences. LMS makes learning accessible for all employees in a similar manner.

A close-up photograph of a man with a surprised or excited expression, looking upwards and to the side. He is wearing a green t-shirt and a rainbow-colored lanyard. The background is dark with some blurred light streaks.

Enhance your organization's L&D efforts





LEARNING MANAGEMENT SYSTEM

WHY IS THIS RELEVANT?

- Learning data in LMS accumulates and gives insight on skills gaps
- LMS is a learning “hub” – it’s easier for personnel to take part in training and they have better visibility on the possibilities available
- Visibility on skill and career development possibilities lift up motivation

WHAT TO FOCUS ON?

- Establish clear objectives, such as improved employee engagement or streamlined training processes. These will guide you in choosing the right system and also when already utilizing a LMS.
- Look for a system that allow for customization if there are specific organizational needs to be met.
- Focus on user experience, for example consider whether mobile-friendliness is important in your organization, meaning whether employees take part in training activities or access materials on their mobile devices.
- Ensure the LMS can integrate with existing systems, such as HR software or communication apps.



4. WELL-BEING (AT WORK)

Being mindful of well-being is an important skill for today's professionals. Especially so, if you are a team leader or a manager. That being said, it's beneficial for everyone to be able to recognize and deal with mental health related issues whether it regards your colleagues or yourself.

We've all heard it before: the fast pace of our society, information overflow, social media and consumption-focused culture result in rising numbers of mental health issues especially among the Gen Z and younger. This inevitably has its effects on work-life. By taking a proactive approach to mental health, L&D professionals can create a more **supportive and resilient workforce**. Addressing these issues not only enhances employee well-being but also contributes to overall organizational success.

L&D activities should focus on topics such as change capability and resilience, recognizing mental health issues (for managers), self-management and taking care of one's own well-being and leadership culture.





WELL-BEING AT WORK

WHY IS THIS RELEVANT?

- Mental health issues are present in today's work-life and have their toll on individuals, teams and even organizations.
- Well-being employees create healthy and productive work communities.

WHAT TO FOCUS ON?

- Organization acts proactively when it comes to well-being.
- L&D professionals take their part in creating a more supportive and resilient workforce.
- L&D professionals take care of a training offering that fosters a culture that supports well-being. Offer training related to topics such as change capability and resilience, recognizing mental health issues and leadership culture.

5. ARTIFICIAL INTELLIGENCE

AI-powered learning is a field that has been around for a while now and at the same time AI's implications on L&D and work life overall are only beginning to unfold. Next, we go through some of the basic applications of AI within the field of L&D.

Integrating AI technologies into training processes can enhance the learning experience. AI can analyze individual learner data to create **customized learning paths** that cater to their needs. Based on learners' progress, AI can suggest relevant resources or additional courses.

AI algorithms can modify the complexity and pace of learning content based on the learners' performance. The system can act as a virtual tutor or the learner will receive specific support or challenges. This can be seen as a form of gamification also.

AI can also assist in training **content creation**. This may both save time and offer more value to learners. Use AI tools for example to translate documents, generate presentations or analyze long text to summarize key concepts. Remember also that AI can automate administrative tasks such as scheduling, and reporting.

Within your organization, there are most likely lots of professionals that utilize AI in their own work. Therefore the L&D activities should include **training on AI** ethics, how it operates and how to utilize AI effectively in different roles.

Personalize and
enhance learning
experiences
with AI





ARTIFICIAL INTELLIGENCE

WHY IS THIS RELEVANT?

- AI can take care of many administrative and repetitive tasks for you.
- The use of AI can enhance both the training materials and learning experiences.

WHAT TO FOCUS ON?

- Be aware of the ways in which AI and AI-powered systems operate and learn.
- Make sure the personnel is educated on AI ethics.
- Deliver training on how to utilize AI in different roles and fields of work in the best way.

OUR PICK: HOT TRAINING TOPICS NOW



SUSTAINABILITY

In 2025 ESG reporting and the requirements of Corporate social responsibility directive continue to puzzle.

Many wonder...

What is essential within the field of sustainability for our organization?

What do the corporate sustainability reporting directives mean for us?



CYBERSECURITY & INFORMATION SECURITY

Human error is often the weakest link in cybersecurity. With the increasing prevalence of security risks targeting organizations of all sizes, empowering employees to recognize and avoid threats is essential.

Many wonder...

- How to elevate cybersecurity awareness?
 - What strategies can we implement to incorporate secure practices into daily routines?
 - How can we ensure the security of the supply chain?
- How to assess and manage vendor risks?

SHOWCASING THE POWER OF L&D



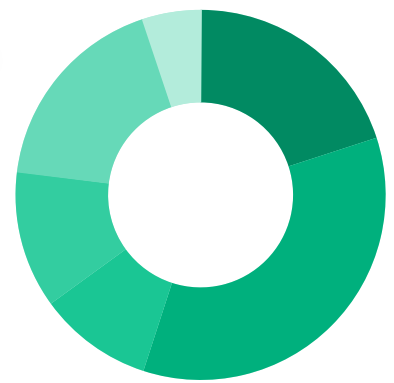
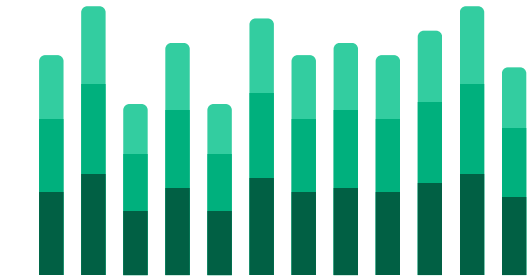
All business functions must be able to prove their business case. What is the value we bring to the table? Why are we essential? When the going gets tough, the justification is more important than ever. As an L&D advocate or professional, make it clear why your organizations investments to learning and development activities don't go to waste. Quite the opposite.

1. Performance and Productivity

With the help of L&D (Learning and Development), employees can acquire new knowledge and skills that help them perform better in their jobs.

2. Commitment and Retention

When an organization demonstrates its investment in the development of its employees' skills, commitment increases. This can reduce employee turnover, saving resources that would otherwise be spent on recruiting and training new employees.



3. Competitiveness

Companies that invest in L&D are generally better able to adapt to changes in the market and industry. They stay competitive thanks to their trained and skilled workforce.

4. Customer Satisfaction

By investing in L&D, companies can ensure that employees have the necessary capabilities to provide high-quality products and services.



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We'll back you with clarity.