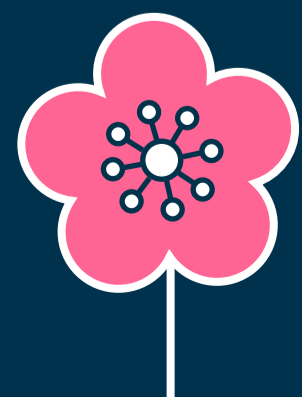# 7 must-haves

in your L&D Programme

Drive engagement and create
a strong learning culture

Blossom

CONTENTS

A Complete Guide for Increasing Engagement and Building a Strong Learning Culture

A 2023 survey reveals that nearly half of all adults participated in learning activities over the past three years—the highest rate since the survey started measuring back in 1996.

While this is undeniably encouraging, organisations can do more to create a strong learning culture and increase engagement.

Since employee engagement rates are now lower than before the pandemic, businesses that don't focus on employee engagement in learning and development (L&D) risk falling behind in skills, creating a gap between employee capabilities and market demands.

Low engagement levels are often linked to higher turnover rates, which increase recruitment and training costs. Since recruiting costs have increased, organisations taking proactive steps to offer a great employee experience can lower costs and keep their top performers.

Let's face it. Employees who aren't engaged affect productivity. Individuals disengaging from the learning environment are less likely to contribute innovative ideas. They stay stifled in their thinking and development. This can lead to a hostile workplace culture, affecting staff morale and job satisfaction and negatively impacting employee health.

According to the HSE, stress, anxiety, and depression were the primary causes of work-related ill health days lost in the UK in 2022/23. Workers who are not engaged at work might feel more stressed and be less healthy overall. They might also need help adjusting to changes, making it difficult for an organisation to be flexible.

All these factors affect the ability to stay competitive in the market due to a lack of innovation and adaptability.

Prioritising employee engagement in your L&D programmes is no longer a nice to have. It's a must-have because:

- *Encouraging a culture of learning helps people keep improving their skills, making the workforce more skilled and productive*
- *Employees who are engaged usually pay more attention and work harder, which makes both individual and team performance better*
- *Employees who feel encouraged in their learning are likely to enjoy their jobs more, making the workplace happier and more positive*
- *When there's a culture of learning, employees are encouraged to think creatively, which brings about new ideas and solutions*
- *Engaged employees are likelier to stay with a company, reducing turnover costs and maintaining knowledge from within*

Unsurprisingly, LinkedIn's 2023 [Workplace Learning Report](#) lists creating a learning culture as one of the top four priorities!

Companies that invest in employee growth and engage their employees build successful teams. Employees work together, share knowledge, and feel like a team when there's a learning culture. They feel confident in their roles and take charge, making the whole team more active and self-motivated.

So, in a [democratic learning environment](#), everyone is encouraged to improve individually and for the entire organisation.

This guide is a comprehensive resource for enterprise L&D leaders, regardless of industry, looking to elevate their learning and development initiatives.

You will learn seven must-haves for your L&D programme. Each section has actions you can take and a summary to help you remember and apply what you've learned.

Plus, this ebook includes quotes from real [Blossom customers](#). Learn how other L&D teams increased engagement and what strategies worked for them.

Let's go!

**01
Focus
on skills,
short-and
long-term
_**

Upskill According to Skill Gaps

track progress and adapt plans as needed.

2024 is set to be a challenging year for L&D. Make it a success by building the skills base of the organisation, for short-term performance and long-term capability. This can't be done by diktat, and L&D can't do it all.

In addition to prioritizing a skills agenda, L&D must excel in its core responsibilities. This entails not only creating compelling content but also fulfilling the fundamental role of mandatory training. Devoting less time to compliance tasks allows L&D professionals to focus more on strategic initiatives, a pivotal aspect in 2024, beginning with a strong emphasis on upskilling and reskilling.

You need a culture of continuous learning, active connection, and knowledge sharing that enables the workforce to grow as individuals and support others in so doing. This will lead to more engagement, but you should support that anyway. Here's how to do it.

Upskilling is essential for learning or teaching new skills that enhance current job roles. Organizations need to adjust to changing skill requirements, given that skill sets for jobs have changed by around a quarter since 2015 and are expected to double by 2027. Effectively monitoring skills gaps and implementing upskilling strategies are crucial for aligning competencies with the demands of evolving job roles.

By providing training and development opportunities to upgrade competencies, employees can perform their current roles more effectively and efficiently. For instance, adapting to organisational change or learning to use new machinery focuses on enhancing employees' existing skills to keep pace with the evolving requirements of their current jobs.

However, without the backing and enthusiasm of every team member, initiatives like ongoing monitoring are likely to fall short.

Discover how you can upskill your workers and increase engagement next.

Action 1: Offer cross-functional training

Cross-functional training involves teaching employees from different departments or areas of expertise about the skills and knowledge of another department. It helps them understand different roles and work together better.

By recognising that employees may have interests and talents beyond their current roles, companies can encourage employees to explore skills outside their core responsibilities through cross-functional training, promoting a well-rounded skill set.

So, in the healthcare industry, for example:
Start a "Skill Swap" program where employees from different departments can exchange skills and knowledge. A nurse interested in data analysis can participate in a training session provided by the hospital's analytics team. Or IT professionals keen on understanding patient care may attend sessions conducted by healthcare professionals.

This cross-functional exchange enriches employees' skill sets and enhances collaboration and understanding across departments, ultimately improving patient care.

Action 2: Offer reverse mentoring opportunities

For the first time in history, workplaces have [five generations working together](). This means L&D teams need creative ways to engage employees so diverse learning needs are met.

- Set up reverse mentoring opportunities. Allow younger or tech-savvy employees to mentor senior colleagues in emerging technologies.
- Encourage experienced employees to mentor new hires in industry-specific skills. This will create a knowledge-sharing dynamic within the workforce and boost engagement.

Manage Professional Development Using Personalised Skill Gap Analysis

[Eight out of ten businesses]() lack proper leadership skills. This can affect decision-making and team performance, making it difficult to adapt to changes and keep employees motivated

Addressing this leadership development gap becomes crucial for success. Only [48% of employees]() feel their company's leadership is high quality. Implementing targeted leadership development programs, mentorship initiatives, and skill-building activities can help improve employee satisfaction.

Conducting a personalised skills audit and matching skills with occupations are essential to support professional development. Blossom's AI tools can be utilised to match employee skills with suitable job roles or career paths, optimising training for career development.

What steps can you take to manage professional development?

Action 1: Conduct a skills audit

Empower your workforce by systematically analyzing skill gaps and creating personalized development plans. This strategic approach ensures that training is not only relevant but also maximizes its impact, driving both individual and organizational growth

- Clearly outline the purpose and goals of the skills audit. Figure out whether it's for individual professional development, team assessment, or broader organisational planning.
- Identify the specific skills and competencies you want to assess. These could include technical skills, soft skills, leadership qualities, or other relevant capabilities. Collect information on individuals or the team's existing skills. Surveys, interviews, or self-assessment tools are excellent methods for assessing skills.
- Analyze data to identify strengths and weaknesses in skills. Look for patterns or common areas of improvement. Based on the findings, create personalised or team-specific action plans. These plans should outline strategies for skill development, training opportunities, mentorship, or other interventions.

Remember: Regularly revisit and update the skills audit to

Action 2: Match skills with occupations

Once you've conducted a skills audit, use the findings to plan and develop talent within your organisation.

Identify potential future occupations based on the user's skills, interests, and education. Cue Blossom!

We use artificial intelligence (AI) to extract the necessary skills for specific occupations, evaluate skills acquired through course or content performance, and align courses with individual users. This approach focuses on skills that matter for their roles or career goals. It makes learning more effective and enhances skill acquisition.

To summarise, here are the following steps:

1. **Prioritise** upskilling initiatives to equip employees with essential competencies, aligning with evolving job demands and future market requirements.
2. **Offer** mentorship and skill swap programs to share knowledge and boost department collaboration.
3. **Assess** and plan skills by conducting a personalised skills audit to identify strengths and areas for improvement. Create tailored plans for training and growth and regularly review progress.
4. **Connect** skills to roles: Use AI tools from Blossom to match employee skills with suitable job roles or career paths, optimising training for career development.

02
Adopt continuous learning in your organisation
—

The importance of lifelong learning

One thing is for sure: the work landscape has changed. Over the past two years, the shift to flexible work has become widespread, prompting organisations to adapt and innovate to provide L&D programmes for their employees.

However, we know all this isn't easy.

Since 53% of L&D professionals have reported an increase in their team workload in the past year, finding ways to make your workplace efficient AND supportive has never been more critical.

By continually upskilling or reskilling, lifelong learners stay relevant even as industries change. This helps them adapt to recent trends and remain valuable in their careers, and businesses have a more skilled and adaptable workforce ready to tackle challenges and drive innovation.

With 50-year careers becoming standard, the demand for skill updates and career shifts will grow. This means individuals must continually refresh their skills as they change jobs multiple times and keep pace with new technologies.

What's more, promoting a lifelong learning culture helps individuals grow and find fulfillment. When people are exposed to different viewpoints, it sparks creativity and supports innovation.

Let's put that into perspective. Say a software engineer has 15 years of experience in desktop applications. As mobile technology became dominant and desktop demand decreased, this employee saw the opportunity in mobile app development. This shift kept his skills relevant and rekindled his passion through ongoing learning.

So, how can you adopt continuous learning in your organisation and increase engagement? Let's look at the actions you can take.

Action 1: Support professional development

Employees usually have a good understanding of their strengths and areas for development. Work with individuals to create personalised development plans, aligning their learning goals with organisational objectives.

- Start by conducting individual assessments with employees. Discuss their current skills, strengths, areas for improvement, and career aspirations.
- Use formal and informal opportunities to understand their education and training needs. Conversations over the water cooler are great for discussing development ad hoc.
- Alternatively, schedule more structured meetings to delve deeper into their learning goals–especially for remote and hybrid workers who aren't based at a single location.

Action 2: Ensure line manager support

Managers must allocate the necessary resources for employees to attend L&D programmes. These resources may include time off for training or providing access to relevant learning materials and tools.

- Begin by making sure managers know about and back individual development plans. When leaders are involved, it shows that L&D programmes are essential for the organisation
- Encourage line managers to schedule regular check-ins with their team members to discuss progress on development goals. These check-ins provide an opportunity to offer guidance, address challenges, and provide constructive feedback. Open communication is vital for the success of individual development plans.

Lastly, influential managers lead by example. When managers actively engage in their own professional development and showcase a commitment to continuous learning, it sets a positive tone for the entire team.

- Encourage line managers to talk openly about what they've learned, the difficulties encountered, and the lessons they've gained. This openness will help employees feel like they're growing together.
- Share learning outcomes so line managers buy-in and motivate their employees to access the training. Emphasise how these outcomes contribute to the overall success of their team and organisation.
- Use technology to communicate the importance of individual development plans to managers. Learning Experience Platforms (LXPs), Slack channels, and your company's intranet can streamline communication.

LXPs, like Blossom, use a centralised platform for communicating across an entire organisation
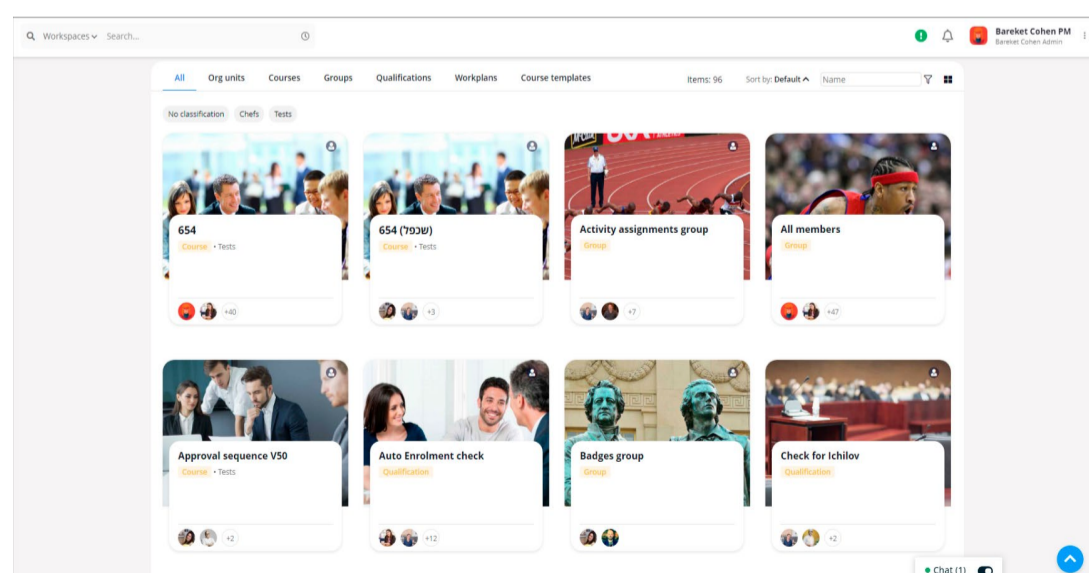
Source

To summarise, here are the following steps:

1. **Support from Managers:** Ensure managers understand and support individual growth plans.
2. **Regular Check-ins:** Encourage managers to talk frequently with team members about their progress and challenges.
3. **Use Technology:** Share learning results with managers through tools like LXPs and Slack to highlight their importance in boosting team success.

03
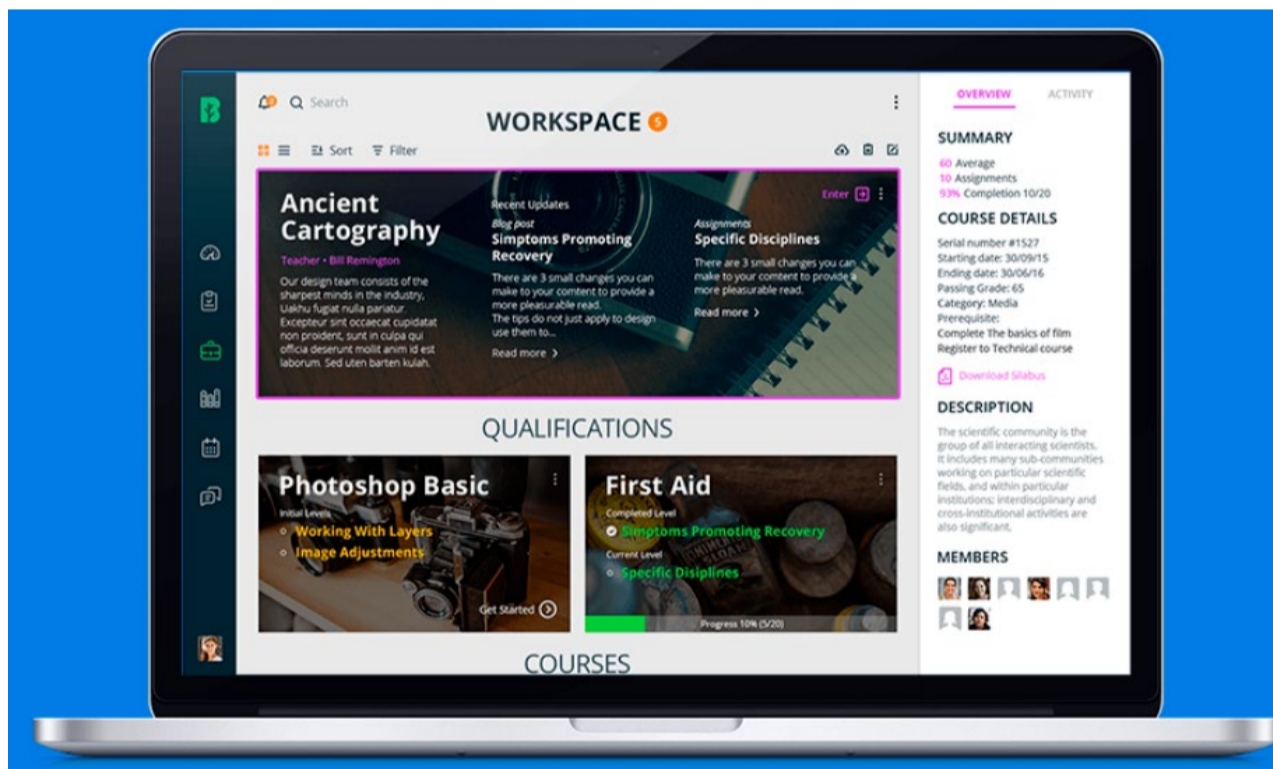# Connect remote workers and hybrid teams via a centralised platform

Engage your people with the right tools

Imagine using an online space where everyone in a team, whether working from home or in a hybrid setup, can connect easily. By that, we mean a digital office where everyone can share and talk, whether they sit across the room or on a different continent.

We're not biased, but Blossom has all the capabilities you need to engage employees with their L&D and unlock your organisation's full potential.

Training resources are in one place, making it easy for everyone to find what they need. This means L&D becomes more streamlined and efficient.

Our on-premise or cloud-based software platform offers comprehensive management and control over resource planning, staff training, performance, and more. With Blossom, you get advanced, up-to-date functionality, all while experiencing complete operational independence and freedom–from one central location.

Source

But why is using a centralised platform to connect remote workers and hybrid teams necessary?

We'll let the data speak for itself.

- Over half of all UK employers are offering remote work in 2023. Tools that enable organisations to connect with employees facilitate seamless communication, collaboration, and coordination, ensuring that teams stay connected and productive regardless of their physical location.
- Almost half of the people who worked from home in some capacity reported that it improved their well-being (47%). Considering the benefits of better health and well-being, employers that use digital tools to allow their people to work from home reap the benefits of low absence rates.
- Online collaboration tools increase productivity by 30%. They allow you to share new learning programmes in real-time, reduce the time spent on back-and-forth emails, streamline communication, and enable the team to focus on their work–boosting productivity.

Blossom's user-centric design and engaging features improved the appetite for learning. Liat Segal, HR and Learning Manager at Perach says, "Blossom has changed the way we learn. It has elevated our capabilities to share our knowledge, qualify our mentors and employees, and positively impacted every user in the organisation."

For instance, L&D pros can upload their latest e-learning module, share the benefits, and keep everyone on the same page within a centralised digital space.

Choosing the right digital platform doesn't have to be stressful. Explore our four-part blog series designed to guide you through decision-making and make an informed choice.

Let's look at the actions you can take to engage remote workers and hybrid teams using a centralised platform.

Action 1: Use employee engagement features

Build community and connectivity among remote and hybrid teams.

- Incorporate features from a centralised learning platform, such as virtual team-building activities, recognition boards, or social channels within the centralised platform, to boost employee engagement.
- Why not launch a Leadership Spotlight series within the centralised platform featuring interviews or presentations by organisation leaders? This would allow employees to learn from experienced leaders, gain insights into career development, and feel more connected to the broader company vision.

Action 2: Integrate task and project management

End-to-end project management software, including task management, overview, and support, allows you to oversee and manage projects at every level of the organisation from any angle and position.

Project management tools seamlessly integrate with various platforms and link to learning and management systems (LMSs), ensuring that team members can stay informed about upcoming learning events, regardless of location.

To summarise, here are the next steps:

1. **Use Blossom's comprehensive software capabilities**, whether on-premise or cloud-based, to centralise L&D resource planning and staff training.
2. **Enhance employee engagement** by introducing features like virtual team-building activities, recognition boards, and leadership spotlight series within a centralised platform, fostering connection and insights from organisational leaders.

04
**Encourage content sharing and social interaction**
—

Inspire your people to share learning and interact with each other

Encouraging employees to share and communicate boosts learning. When people discuss and exchange ideas, it creates a positive atmosphere where everyone is teaching and learning from one another, making the workplace a hub of information and ideas.

Sharing content and interacting helps in exchanging knowledge. Employees continuously learn from each other, creating an environment where education and training are as normal as eating lunch!

Not only that, content sharing and social interactions help teams bond. When employees feel connected and comfortable, they're more likely to work well together, strengthening the whole team.

Ignite discussions on academic and professional topics in a personalised forum. Blossom has an in-app chat feature, allowing employees to stay focused on the task while sharing knowledge. Use Blossom's social sharing features to connect blogs, videos, and rich content.
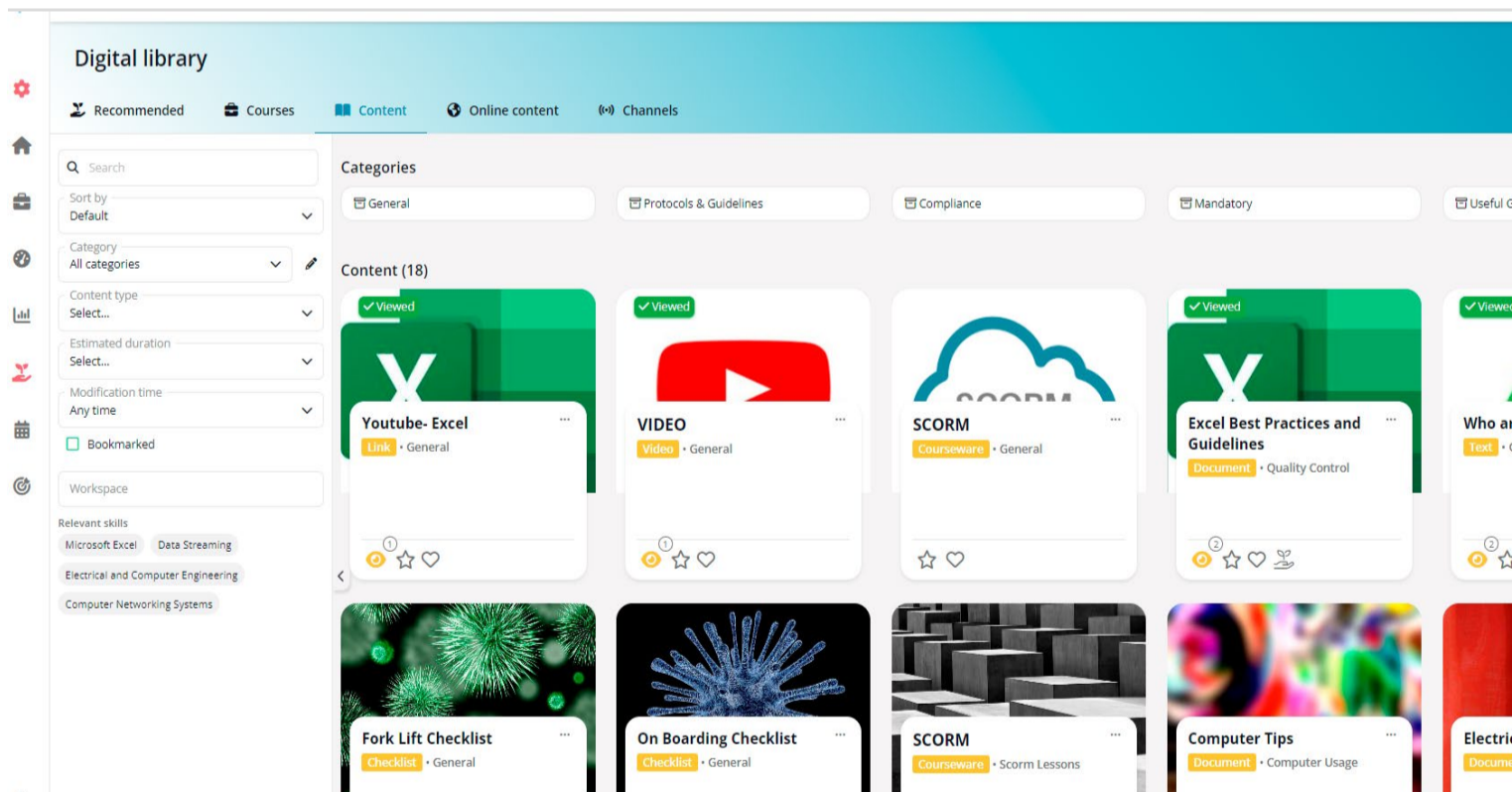
Follow the actions next and encourage collaboration and content sharing

Action 1: Set up topic-specific discussion forums

Allow your employees with similar interests to share relevant learning content and engage in meaningful discussions.

- Establish online discussion forums or chat groups focused on distinct topics or interests.
- Allocate dedicated channels in your team communication platform for teams and individuals to exchange insights. Allow employees to connect with peers and industry experts to exchange varied viewpoints and stay updated.

Action 2: Host regular knowledge-sharing sessions

Let people talk about anything they find exciting or useful—work-related or not. It could be a helpful tip, what they learned from a recent training course they completed, or even a hobby they're passionate about. The goal is to share and learn from each other.

- Schedule times for employees to come together in person or virtually.
- Organise regular sessions where employees can share their expertise, experiences, or insights with their colleagues. These could be webinars or informal knowledge-sharing events, creating a culture of continuous learning.

To summarise, here are the next steps:

1. **Create** a culture of knowledge-sharing and interaction among employees to enhance engagement and continuous learning in the workplace.
2. **Encourage** content sharing and social interactions to cultivate a friendly atmosphere, strengthen team bonds, and facilitate the exchange of ideas and expertise.
3. **Leverage** platforms like Blossom with in-app chat and social sharing features to facilitate discussions on academic and professional topics, enabling seamless knowledge exchange and collaboration.

05

Develop more creative, personalised content

—

Recognise employees as individuals

There are better ways to teach than using a one-size-fits-all approach. Personalised learning works because it tailors teaching to each person's strengths, needs, and interests. It makes learning more effective and engaging for individuals.

It considers each person's strengths, needs, and interests. When organisations offer learning that matches their roles and career aspirations, people are more motivated to learn.

Let's meet Emma, your new employee.

Emma started as a customer service representative a week ago. She wants to improve her communication skills and prefers online learning over classroom-based learning because she has caring responsibilities. She is a hybrid employee who commutes two days a week.

Personalised learning can offer Emma flexibility in her learning schedule, balancing her caring responsibilities and work commitments. This way, she can learn at times that suit her.

Given Emma's preference for online learning, personalised modules can be designed to suit her learning style. These modules can be easily accessible from anywhere, allowing her to learn during her commute or at home.

Personalised learning can focus on content directly related to Emma's customer service representative role. This ensures that her learning experience is relevant and directly applicable to her job responsibilities. As a hybrid employee, Emma commutes two days a week. Personalised learning can provide resources and support that accommodate both in-office and remote learning, ensuring she gets all essential training and development opportunities.

Emma's progress can be tracked through personalised learning platforms like Blossom. This allows her to see her achievements, set goals, and monitor her development, providing a sense of accomplishment and motivation.

Clearly, personalised learning enhances employee engagement by tailoring the training to fit Emma's preferences, aligning with her lifestyle.

However, you don't have to just take our word for it.

Gallup reports that employees are more engaged when their employers recognise their strengths, discuss their growth, and support their professional and personal development. In essence, employees seek recognition and value as distinct individuals.

Let's look at the actions you can take to provide personalised learning to your workforce.

Action 1: Capture the attention and interest of your employees

Customisable L&D programmes make it easier for employees to understand and retain information. Help individuals to advance at a speed that suits them, building confidence and a sense of achievement.

- Start by assessing the specific learning needs and preferences of each employee. This can be done through surveys, interviews, or self-assessment tools to understand their strengths, areas for improvement, and preferred learning styles.
- Offer modular learning modules that can be customised based on individual requirements. (Cue Blossom!)
- Create a range of content formats, such as videos, quizzes, and interactive activities, so employees can choose materials that suit their learning preferences.

Action 2: Integrate new learning with daily work tasks

Let's say a marketing assistant has learned about social media marketing. By encouraging these employees to apply new strategies and techniques directly to the company's ongoing social media campaigns, they can apply new learning in real time—gaining hands-on experience and immediately seeing the impact on their projects.

This integration reinforces the connection between the training and their job responsibilities and enhances overall engagement by personalising the learning experience. Hence, it's directly relevant and applicable to their daily tasks.

- Allow employees to embed new learning into daily tasks and projects at work. This helps them apply new knowledge in a practical way, strengthens the link between learning and job duties, and boosts overall engagement.
- Personalise learning and give individuals time to practice new skills by delegating tasks or including dedicated practice sessions into their schedules.

To summarise, here are the next steps:

1. **Reflect** on how you can give employees the space they need to practice new skills.
2. **Speak** with departmental managers about allocating dedicated time or tasks for skill practice within their teams.
3. **Eliminate** a one-size-fits-all approach to L&D. Understand each department's specific needs and challenges to tailor support and resources effectively. Collaborate with managers and ensure all employees have the necessary space and opportunities to learn and use newly developed skills.

06
Upgrade employee engagement

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Find creative ways to motivate learners

Considering just 23% of employees thrive at work, there's ample room for improvement.

23%

Thriving at work
(Engaged)

59%

Quiet quitting
(Not engaged)

18%

Loud quitting
(Actively disengaged)

[Source](#)

Low employee engagement can adversely affect individuals and the organisation.

First, disengaged employees may lack motivation, leading to lower productivity. A disengaged team may take longer to complete projects or show a decline in the quality of their work.

Second, disengaged employees are more likely to seek opportunities elsewhere, leading to higher turnover.

Third, disengaged employees may not put in the required effort, resulting in lower-quality work. For example, a disengaged customer service team might not effectively handle customer inquiries, leading to dissatisfaction.

Fourth: No one wants to work or learn in a gloomy environment. Low engagement can spread negativity, affecting the overall morale of the entire team. This lack of enthusiasm among team members can reduce team spirit and discourage individuals from learning new skills.

Finally, when employees are not engaged, they may be less likely to contribute innovative ideas when they are not engaged. A disengaged workforce might not actively participate in brainstorming sessions, limiting the generation of creative solutions.

Upgrade employee engagement by creating a positive learning environment–boost productivity and retain talented employees.

Here are two ways you can upgrade employee engagement for your organisation.

Action 1: Introduce VR training experiences for immersive and realistic learning

Employees can use VR devices or apps to access real-time information, guidance, or interactive tutorials while performing tasks. This hands-on and immediate learning approach enhances employee skills and confidence. And because employees practise new skills in a unique VR world, they get better at their job–increasing confidence and engagement as they feel prepared to tackle the tasks in real life.

- Integrate VR tools for on-the-job learning experiences. In industries like defence and manufacturing, hands-on practice is crucial.

Action 2: Use storytelling for learning

Do you remember Emma, the customer service representative we mentioned earlier?

Our brains are wired to remember stories. Stories make information more understandable, especially if it relates directly to a particular role. Learning becomes memorable, and individuals can connect characters and narratives with their experiences.

- Using Emma's story as an example, find similar situations at your workplace to create a personal connection.
- Humanise the learning experience by introducing characters and scenarios that employees can relate to in their own lives. So, instead of presenting cybersecurity protocols technically, weave a narrative about a team dealing with a cybersecurity breach.

To summarise, here are the next steps:

1. **Enhance** the learning experience by incorporating relatable narratives and scenarios, such as cybersecurity breaches, to make content more engaging and relevant for employees.
2. **Utilise** VR devices and apps to provide hands-on, real-time learning experiences that boost employee confidence and skills, preparing them for real-world tasks.

07
Deliver faster, easier, wider compliance

—

Stay compliant with rules and regulations

Given that the [Financial Conduct Authority](#) fined businesses a whopping £215,834,156 in 2022 for breaching legislation, maintaining compliance should be central to your [L&D strategy](#).

Occupations such as sales representatives who travel to meet clients to negotiate deals and delivery drivers responsible for transporting goods to different locations often require specialist training to stay compliant.

Neglecting compliance can undermine the trust and confidence that customers, partners, and stakeholders have in your organisation. A damaged reputation can lead to losing business opportunities, customers, and market share.

Plus, adverse publicity resulting from non-compliance can tarnish your image. Customers may associate your organisation with ethical or legal issues, impacting long-term customer loyalty.

Furthermore, not following rules might force businesses to adjust their methods to meet regulations, leading to disruptions and higher costs. This can strain workplace relationships and lower employee spirits, as they might feel the company isn't upholding proper standards.

Let's look at [Super-Pharm](#), the multinational pharmacy chain. The brand needed better L&D data than what SharePoint offered. Limited learning tracking and reporting features made understanding individual learning progress, completion rates, and assessment scores non-existent–risking non-compliance and low employee engagement.

Since implementing Blossom, managers have complete oversight of all employee training events. Access to auditing features allows managers to address unmet training needs and non-compliance swiftly.

- "[Blossom] is very user-friendly. It has a wide range of capabilities, and there is further potential to be gained from using the platform as the breadth of functions is wide. There is real room to grow with Blossom." –Ilan Cohen, Chief of Learning Development at Super-Pharm.

Orit Barkama is SodaStream's Learning and Development Manager and has a similar view. He said, "With Blossom, we're now 100% compliant, both internally and from a legal perspective."

Customise professional development plans for mobile employees to create a more efficient, motivated, and legally compliant workforce.

We appreciate that this is not a straightforward process. Here are two actions you can take.

Action 1: Offer recognition and rewards

Recognise efforts to reinforce a positive learning culture and motivate continued engagement.

- Increase compliance rates by acknowledging and rewarding on-the-go employees actively participating in professional development. Set up a reward points system tied to compliance training achievements.
- Accumulated points can be redeemed for various incentives, such as gift cards, extra time off, or other tangible rewards, directly linking compliance success and recognition.

Action 2: Automate your qualifications and certifications process

Track whether employees possess the required qualifications for their roles—allowing you to take swift action to address any shortcomings.

- Get detailed, segmented reports and overviews on qualification status, zooming in on specific employees.
- Use these reports to monitor and ensure compliance with industry regulations or internal standards.
- Benchmark individual employees' qualifications against industry standards or organisational norms. This information helps you set realistic goals for skill enhancement and career advancement.

To summarise, here are the next steps:

1. **Recognise** and reward achievements: Create a positive learning environment by offering incentives, certifications, and employee shoutouts for employee engagement and compliance in professional development.
2. **Set up** a points system for training achievements that employees can use to get rewards.
3. **Streamline** qualifications tracking with Blossom. Generate detailed reports on employee qualifications and certifications. Monitor compliance with industry regulations or internal standards and benchmark against industry norms to set clear goals for skill development and career progression.

Time to reflect:
Our key takeaways

The main things you should remember:

1. **Prioritising engagement in L&D programs** enhances skills and productivity and boosts individual and team performance. It encourages creativity, reduces turnover costs, and equips employees to adapt to changing work environments.

2. **Investing in employee growth and creating a democratic learning environment** can lead to more successful and cohesive teams. Personalising learning increases engagement and makes training more meaningful.

3. **Promote peer learning and encourage employees** to learn from and support each other. Embrace continuous learning by prioritising ongoing education and skill development for remote, hybrid, and mobile employees.

Helpful resources

- **[Future skills pilot - Reimagining talent mobility](#)** (Accenture)

- **[A Step-By-Step Guide to Proving ROI of L&D](#)** (Blossom)

- **[9 Must-Haves in your L&D Programme](#)** (Blossom)

- **[Developing a Learning and Development Strategy for Success!](#)** (Blossom)

- **[Top 10 Techniques for Effective Compliance Training for Employees](#)** (Blossom)

- **[State of the Global Workplace: 2023 Report](#)** (Gallup)

- **[Leadership Vision for 2024: Learning & Development Leaders](#)** (Gartner)

- **[2023 Global Leadership Development Study: Ready for Anything](#)** (Harvard Business Publishing Corporate Learning)

- **[The Future of Jobs Report 2023](#)** (World Economic Forum)

Ready to learn more?

Start increasing engagement and creating a culture of continuous learning with Blossom

[Schedule a demo](#)

THANK YOU

Blossom