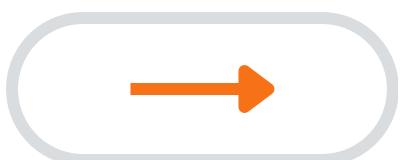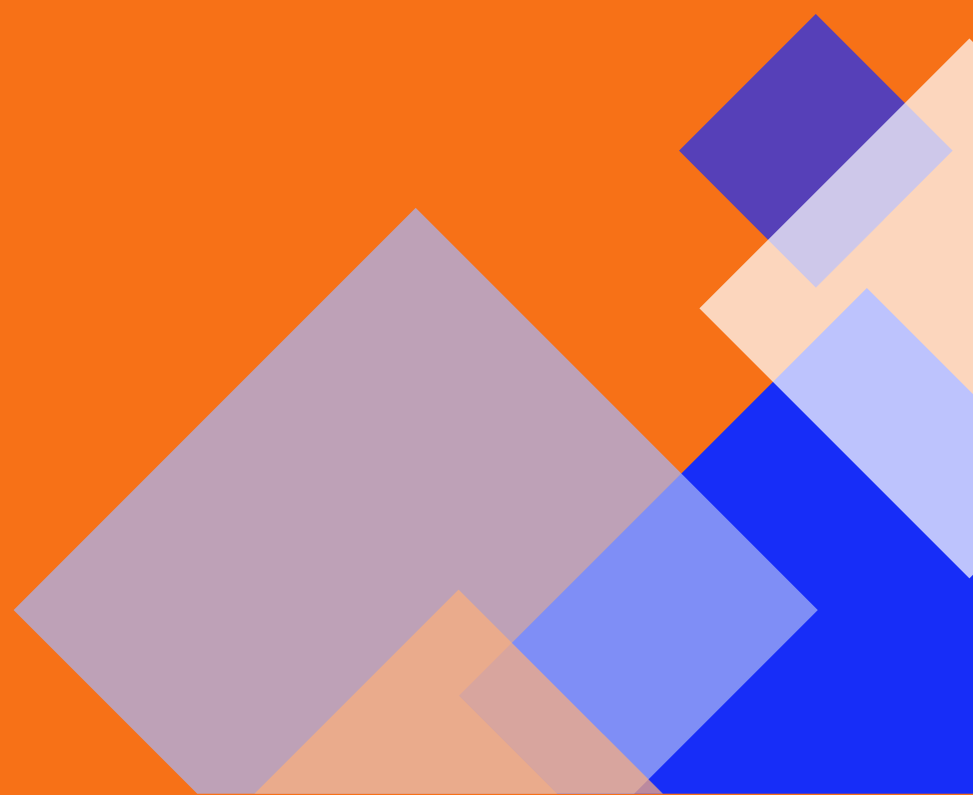# AI and the Future of L&D

Key insights from Learning Technologies Autumn Forum

(What really matters, beyond the hype)

The message was clear:

AI isn't here to make L&D faster.
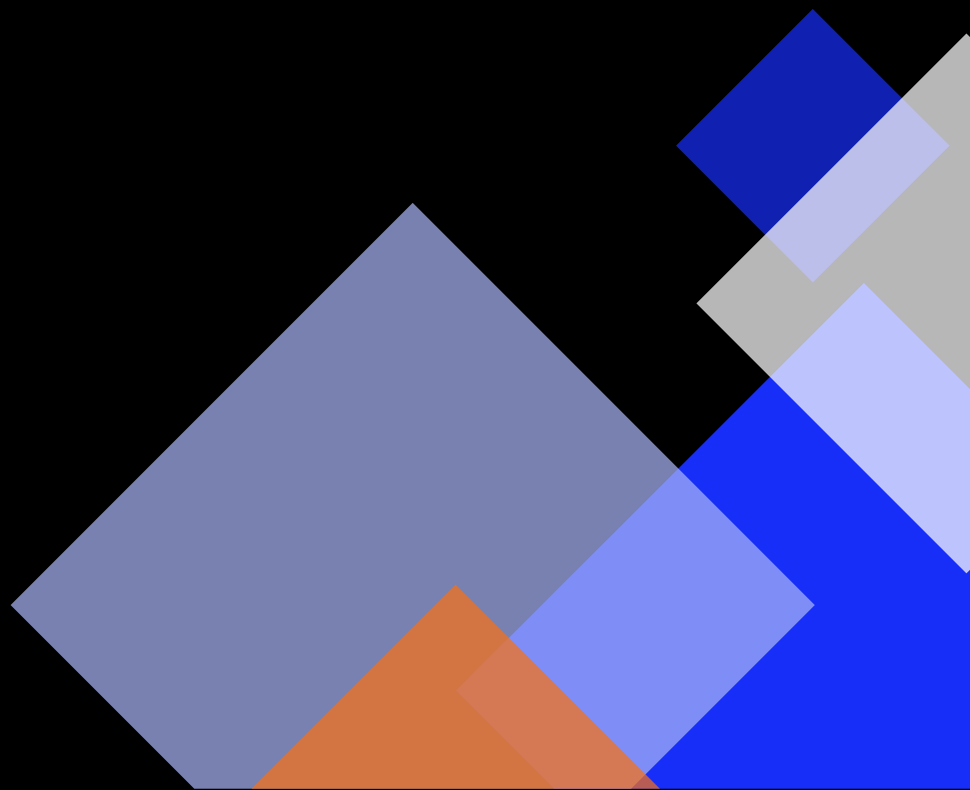It's here to change what L&D is for.

The Role Is Shifting

Old role: Content Creator
"Build the course. Run the session."

New role: Ecosystem Orchestrator
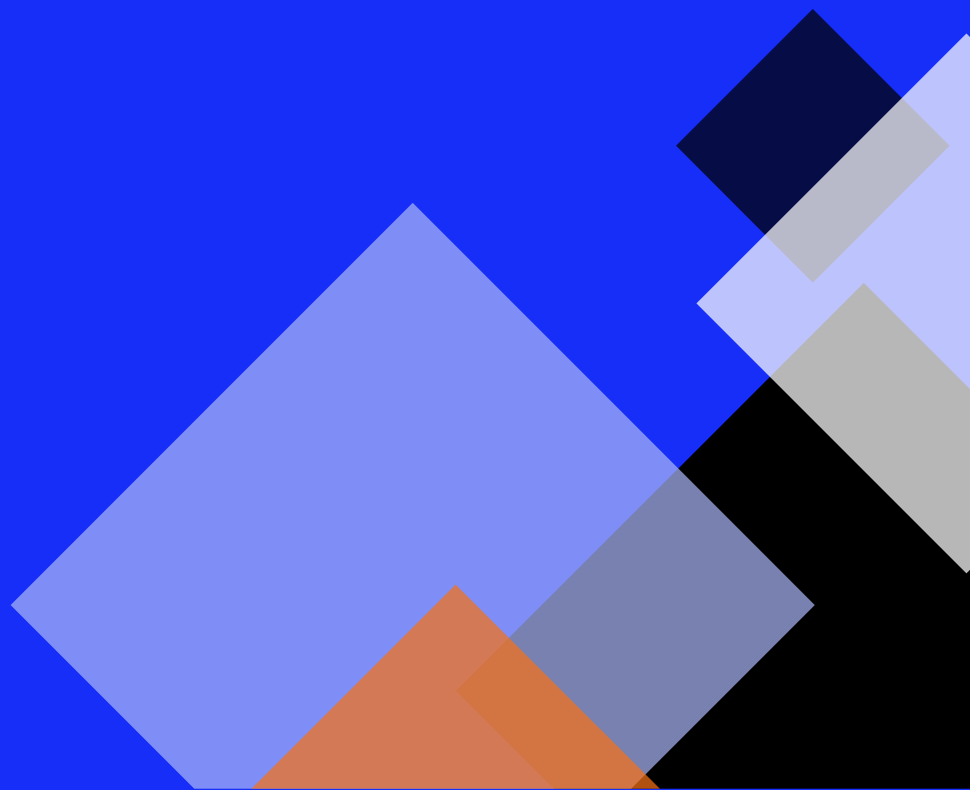Designing how learning happens in the work.

Content is No Longer the Centre

We now work with three levers:

- Data
- Tools / Workflow
- Support / Content

Learning is a system, not an event.

→

AI Hype vs Reality

Vendors say: "AI-powered everything."

Actual research says:
Out of 70+ AI features in platforms,

only ONE is mainstream:
Content recommendations.

Everything else is roadmap

The Shift to Workflow Learning

Training (the **red stuff**) =
 Learn something new. Learn a bit more.
Performance (the **green stuff**) =
 Apply. Solve. Adapt.

AI lives in the **green.**
 If L&D doesn't move there, the business will move without us.
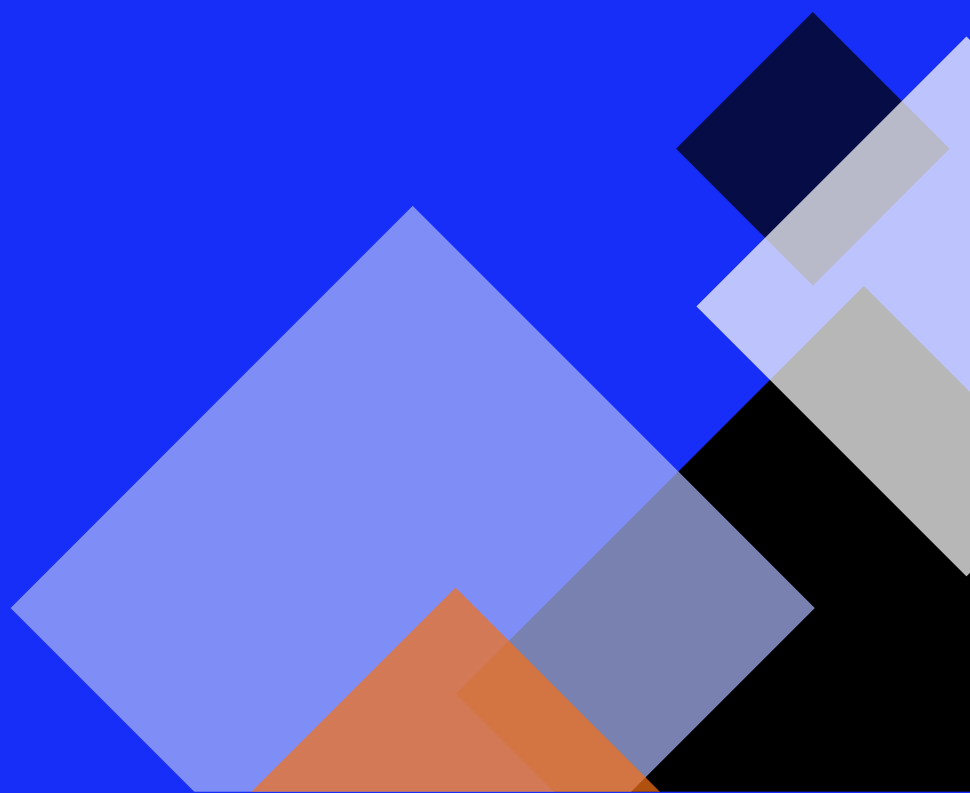
Critical Thinking is Now the Skill

AI generates confident answers.
Not always accurate ones.

We need teams who can:
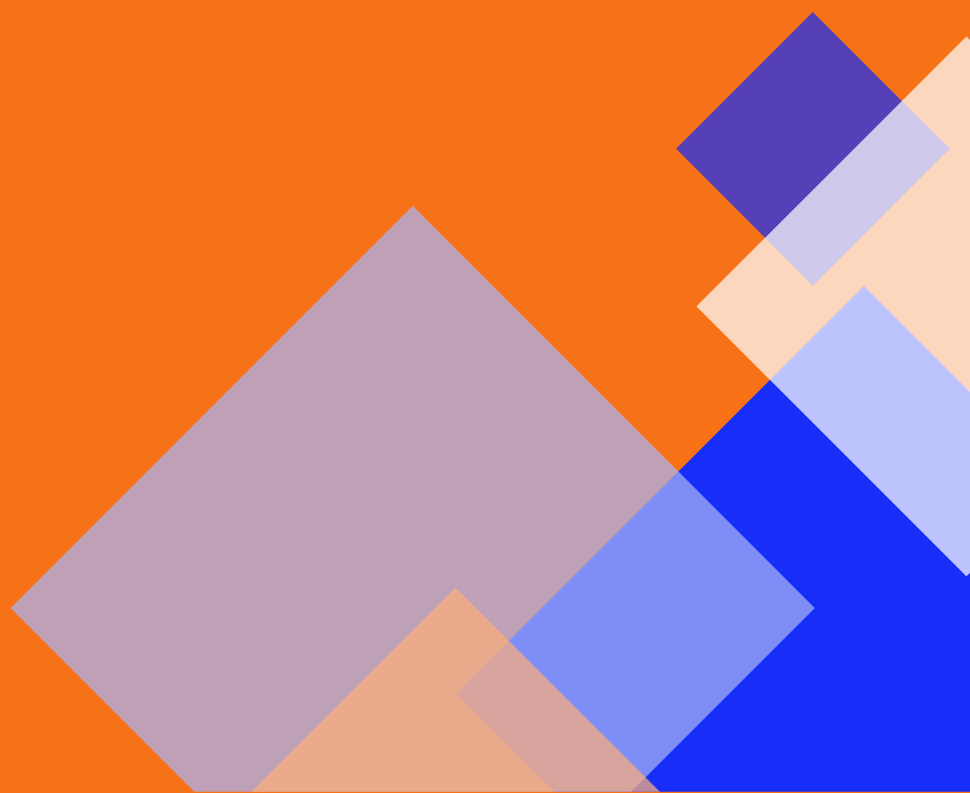Stop. Explore. Act.

Not react.

The Ethics Matter

More data = more insight.
Also more surveillance.

Just because we *can*
doesn't mean we *should*.

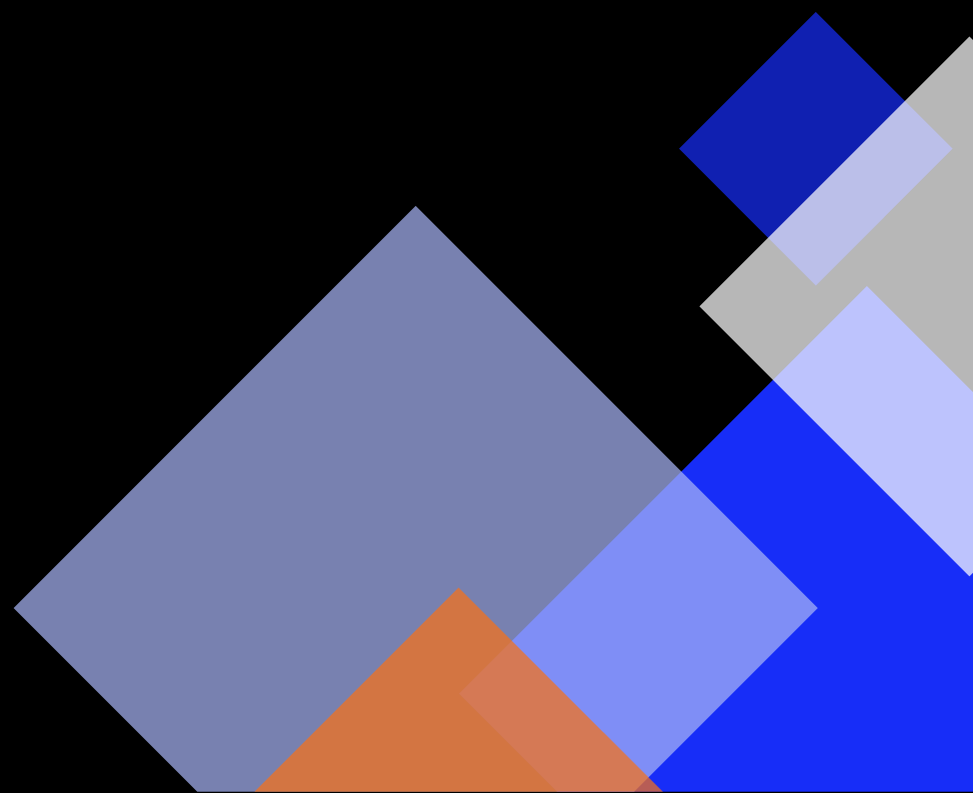L&D must be the **ethical filter**, not the tech cheerleader.

The Question

Are we:
Course producers?
or
Performance enablers?

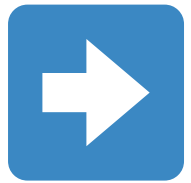The answer decides whether AI **replaces** our work or **amplifies** it.
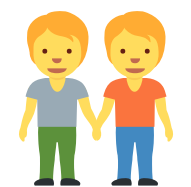
Where are you now?

🛋 **Comfort Zone**

💣 **Danger Zone**

➡️ **Changemaker Zone**

👬 **Co-creator Zone**

Drop your zone in the comments. Let's talk honestly about what needs to shift.