

DEDICATED TO

LUX L&D
PROFESSIONALS

ONLINE EVENT

July 21, 12.00 - 13.00 CEST

Zoom Meeting (access link after registration)
 Limited to 50 persons. First come, first served.

SKILLS OF THE FUTURE IN LEARNING & DEVELOPMENT

Join us for an engaging online discussion as we delve into the future of Learning & Development and explore the skills required to thrive in this rapidly evolving field.

As the workplace continues to transform, L&D professionals must adapt their skill sets to meet the changing needs of learners. Let us share together insights on emerging trends.

This event is organised by the **AmCham's Resourcing, Training & Development Committee (RTDCOM)**.

Designed in Luxembourg by The Learning Distillery


ANTJE HOLST

Personalized
Learning Journeys
Learning Coach


PETRE BICA

Digital Learning
Consultant @ The
Learning Distillery

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Foreword by ...



Claude May

Co-Chair

AmCham's Resourcement,
Training, Development
Committee (RTDCOM)

5 min

About us



Antje Holst

Personalized Learning Journeys
Learning Coach

**Effective learning experiences through social
connection and personalisation**

#LearningJourneys #Impact #LearningToLearn

2 min

About us



Petre Bica

Digital Learning Consultant
The Learning Distillery

**Helping companies scale the L&D function
impact through the use of technology.**

#ScalingLearning #AdaptiveLearning

2 min

Intro into today's session

**Why foreseeing
the future L&D skills
is important?**

3 min



6

Impromptu networking

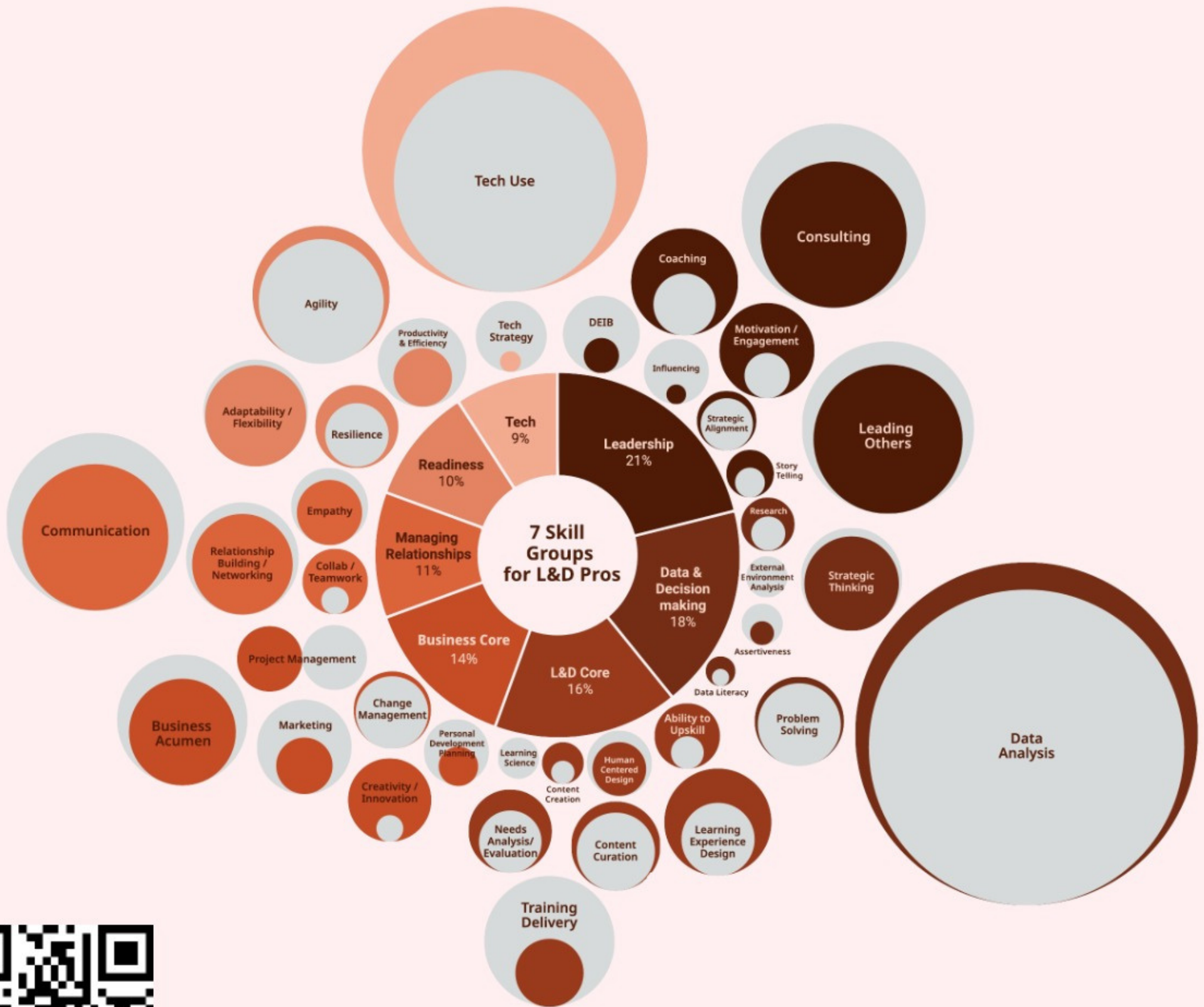
What is the last skill you acquired?

Breakout Rooms

4 min



Skills L&D needs to take on what's next



Source: Red Thread Research

L&D Core Skills



Figure 8: L&D Core skills group – % of focus on each skill, n=105 | RedThread Research, 2022

Your picks

Zoom Poll

4 min



Relevant skills selected

Our Insights

Marketing & Communication Skills for L&D

Coaching Skills for L&D

Project Management Skills for L&D

Learning Content Curation

Personal Learning Journeys Design

Hybrid Learning Programs Architecture Design Skills

Design Thinking for Instructional Design

Data Analytics and Learning Impact Evaluation

Skills Taxonomies & Adaptive Learning Design

Rapidly Befriending L&D-Relevant Technology

[← Back](#)

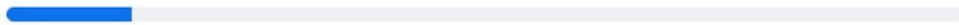
L&D Future Skills

Poll ended | 1 question | 15 of 15 (100%) participated

1. What are the most relevant L&D skills for you current and immediate future activity? (Multiple Choice)

15/15 (100%) answered

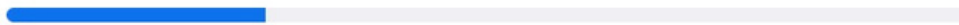
Marketing & communicationa skills (2/15) 13%



Coaching Skills (7/15) 47%



Project Management (4/15) 27%



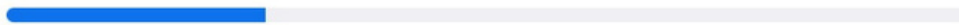
Learning Content Curation (4/15) 27%



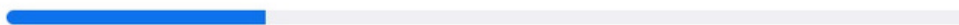
Personal Learning Journeys Design (7/15) 47%



Hybrid Learning Program Architecture Design (4/15) 27%



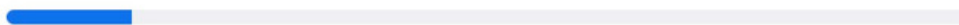
Design Thinking for Instructional Design (4/15) 27%



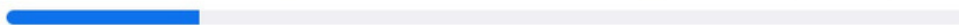
Data Analytics and Learning Impact Evaluation (10/15) 67%



Skills Taxonomies & Adaptive Learning Design (2/15) 13%



Rapidly Befriending L&D-Relevant Technology (3/15) 20%





Antje's picks:

Social Learning

Learning Journeys

4 min



Petre's picks:

Understanding processes

Design Thinking

Befriending Technology

4 min

11.1

Understanding processes

Process management skills to understand performance gaps and the learning skills behind (if any). :)

IN - PROCESS - OUT

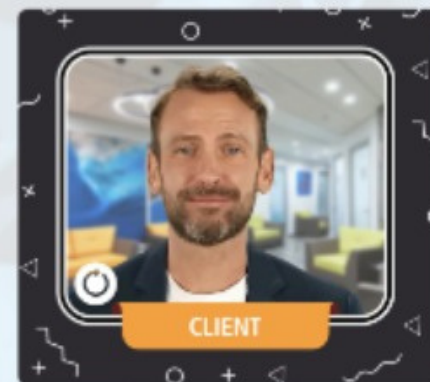
11.2

Design Thinking

Marketing skills to better align and promote our learning experiences to different audiences.

Learning Personas Audit - Learner Focused
Training Needs Analysis - Role Focused

11.3



Solidta-i acordul pe ordinea tratanii topicurilor.

Decide tu ordinea si incepe cu contul de investitii.

UPCOMING EVENTS

**What would you like to
explore more in our
future events?**

Breakout Rooms

4 min

AMCHAM LUXEMBOURG

**Thank you for your
participation, attention
and energy.**

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Structured & designed in Luxembourg
by The Learning Distillery

"Skills of the Future in Learning & Development"

10 key event takeaways:

- **Keeping Relevant:** creating a community of like-minded professionals for sharing ideas in our dynamic L&D domain and learning from each other, accelerates development amid limited time and consistent workloads.
- **Scaling Learning Solutions** is vital for large organizations, but it also requires finding ways to make learning personal, impactful, and efficient. This is the challenge of mass personalization where technology can help.
- **Start Early and Have a Vision:** developing skills takes time, so it's essential to start early and have a clear vision of the L&D skills worth learning. Anticipating them is crucial, as the studies show that in the next four to five years, the skills required for the same role will change by 40%.
- **Focus on Soft Skills:** soft skills play a crucial role in career progression and leadership development, making them essential for Learning & Development professionals to emphasize.
- **Explore Social Learning:** social learning is a powerful tool for enabling knowledge sharing and learning from peers, making it an effective and cost-efficient learning method.

"Skills of the Future in Learning & Development"

10 key event takeaways:

- **Embrace Personalized Learning Journeys:** personalized learning journeys allow learners to pursue their objectives and leverage social connections to enhance learning outcomes.
- **Develop Business Acumen:** Learning & Development professionals should possess a strong understanding of the business and the language used within the organization to become effective partners and align learning initiatives with business goals.
- **Embrace Technology and Data Analytics:** embrace technology as an enabler for scalable learning solutions and use data analytics to measure learning impact and improve learning initiatives.
- **Continuously Adapt and Experiment:** adopt an agile mindset to continuously adapt to changing learning needs and experiment with different learning approaches and tools to enhance effectiveness.
- Remember, **staying ahead in the Learning & Development** field requires a combination of technical expertise, soft skills, adaptability, and a focus on the organization's business goals.