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Key trends to prioritize in 2025

Looking ahead, several trends are reshaping the learning and development space. While there are many to choose from, I consider these non-negotiable areas to address.

Lifelong learning over one-time training

The demand for lifelong learning is becoming more evident every day.

One-off training sessions no longer match the pace or depth of development people need. Continuous learning ecosystems, made up of resources and personalized pathways, are increasingly the standard I recommend. Losing good employees to competitors signals a need to reevaluate how the organization develops talent.

Inclusive learning experiences

While AI's growing role in L&D has undeniable benefits, we can't ignore its challenges. AI often reflects the biases of its creators – for example, only 12% of AI researchers are women. I encourage organizations to pair AI solutions with diverse content creators who can audit these systems and provide content that reflects varied perspectives. Only by being deliberate here can we ensure fairness across learning initiatives.

Rethinking remote and hybrid models

The hybrid model is evolving, and I've observed a shift toward structured, in-person multi-team meetups designed to complement day-to-day remote work.

Instead of forcing everyone into the office for scattered meetings, some leaders are finding value in quarterly gatherings focused on brainstorming, networking, and building team synergy. These kinds of formats are proving to enhance collaboration and innovation without compromising flexibility.

Integration of AI video production

AI is changing video production in powerful ways. Tools like Colossyan enable the rapid creation of multilingual training videos, complete with customizable avatars and instant voiceovers.

The ability to scale and localize content in this way is unmatched, particularly in global organizations that need consistency across diverse markets. I see these tools playing a central role in the future of learning delivery, enabling L&D to achieve more with fewer resources.

A call to action

I believe the future of L&D isn't about racing to keep up, it's about shaping what's next. By focusing on skills planning, adapting to trends, and grounding everything back in measurable outcomes, you have a real opportunity to build something lasting.

It's about more than addressing the next wave of technology or market change. It's about offering meaningful experiences that empower employees to play an active role in their development and to thrive in your organization.

Now is the time for a proactive approach. The organizations that use this moment to future-proof their strategies will not only survive, but they'll also set the standard. The question is, are you ready to lead the way and shape the future for your organization?