

TRENDS 2026

LEARNING AS A STRATEGIC IMPERATIVE

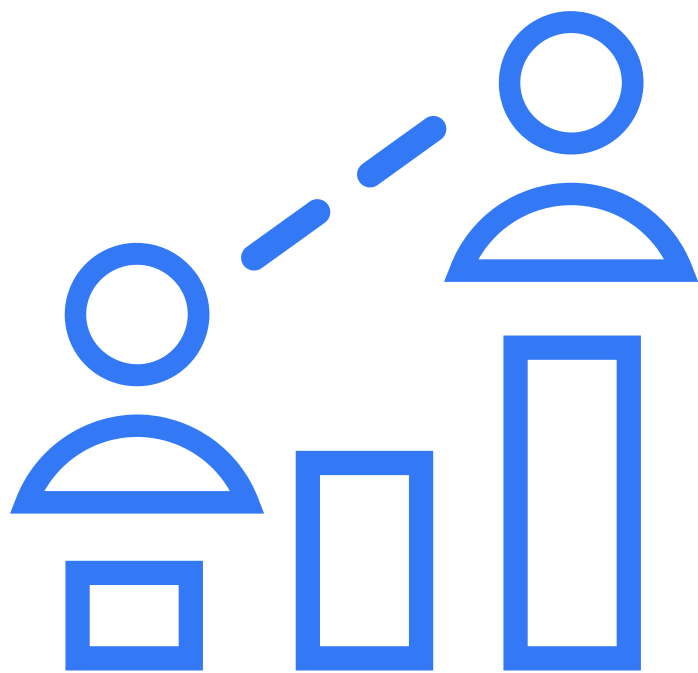


Activate Engage Employees



- Highly engaged staff can be learning champions and culture drivers.
- Use them as mentors, ambassadors, or pilot users to spread adoption.

Managers = Growth enablers



- Employees need guidance; manager-led development is slipping.
- Equip managers to coach, give feedback, and hold regular career check ins.

Business Priority



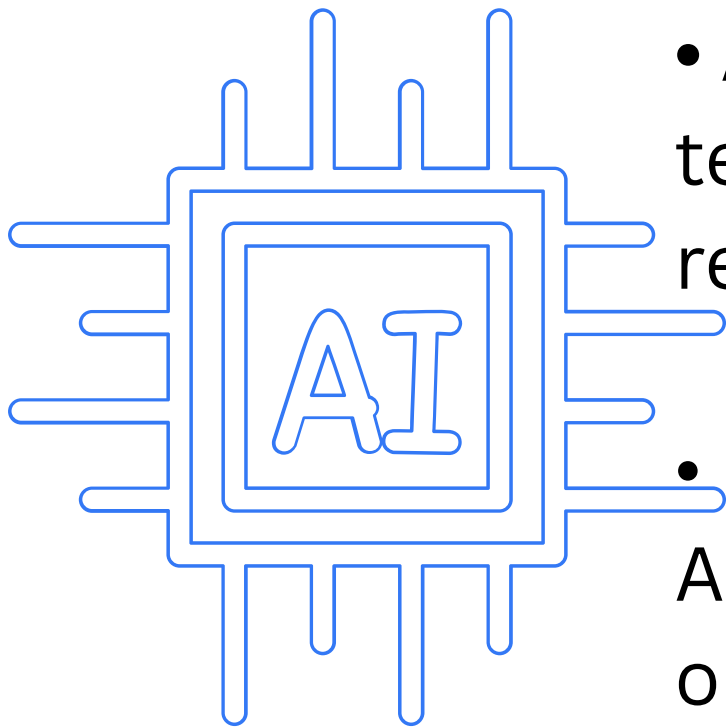
- Skills disruption is stabilizing because organizations kept investing in people.
- Align learning to real business outcomes, not just participation numbers.

Reimagine Learning as Experience



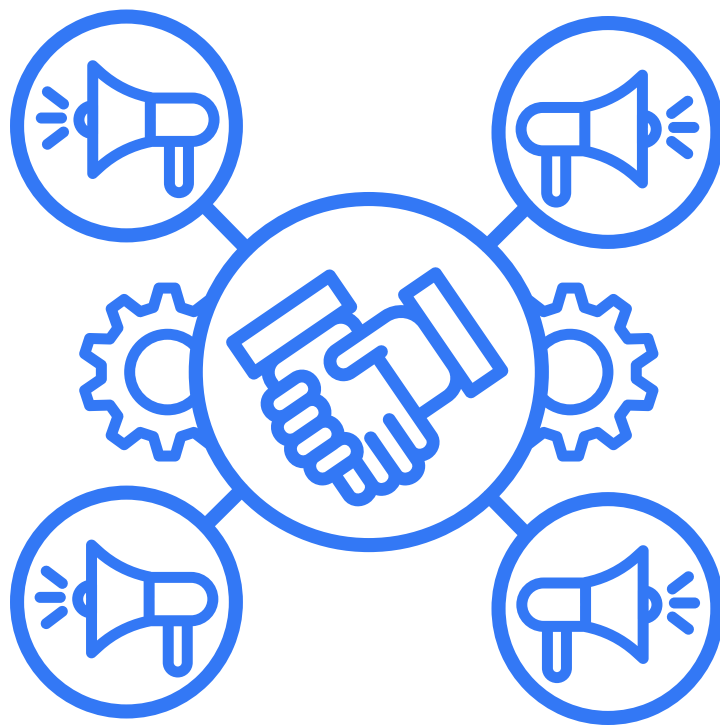
- Employees want learning embedded in their daily work—on demand, personalised, continuous.
- Combine AI tools, adaptive platforms, and immersive methods with a culture of curiosity and sharing.

AI and Human Judgement



- AI is everywhere—learning must teach ethical, critical, and responsible use.
- Build programs where people use AI with sound judgment, not rely on it.

Market outlook



- Training product demand may dip slightly, but learning technologies—especially AI coaching and mentoring—will keep growing.
- Investment shifts toward smart tech + strategic internal learning.



Learning is not a cost

It's resilience.

2026 is the year L&D proves its strategic value—
quick, aligned, and human centered.

hrq.