

Learning That Means Business

**From deSkill to upSkill:
Building future-ready learning cultures**



Concept by Felicia Di Palo | Learning & Enablement Consultant (2025)

When learning slows performance

Many organisations still train for **retention**, not **action**.

deSkill happens when learning is **time-heavy** and **context-light**.

Training pulls people away from real work.

Memory isn't the bottleneck: **workflow friction is**.

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Learning should accelerate performance, not compete with it.





From training to enablement

upSkill moves from isolated events to continuous enablement embedded in the flow of work.

It's about embedding learning in the flow of work: short, contextual, measurable.

When learning moves closer to performance, people build confidence faster, and growth becomes visible.

Micro-learning loops → **practice replaces recall**

Real-time feedback → learning becomes **social & adaptive**

Performance support → **right resource, right moment**

upSkill is where capability meets moment

Building Future-Ready Skills



The next decade belongs to those who can **learn, unlearn, and re-learn faster.**

Future-ready capability = **technical mastery × human adaptability –**
the ability to turn insight into action.

Organisations that invest in **continuous enablement build cultures**
where learning fuels evolution.

Adaptive
Thinking

Collaborative
Intelligence

Data & Decision
Literacy

Connecting Learning to Performance



Enablement

Shift from training to **real-time enablement**.



Measurement

Track **what changes**, not what's completed.



Momentum

Keep learning in motion: **embed it in daily flow**.

Learning That Means Business

**If training steals time from work
enable the work.**

Start small. Measure change. Repeat.

**Let's build learning that means
business.**

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