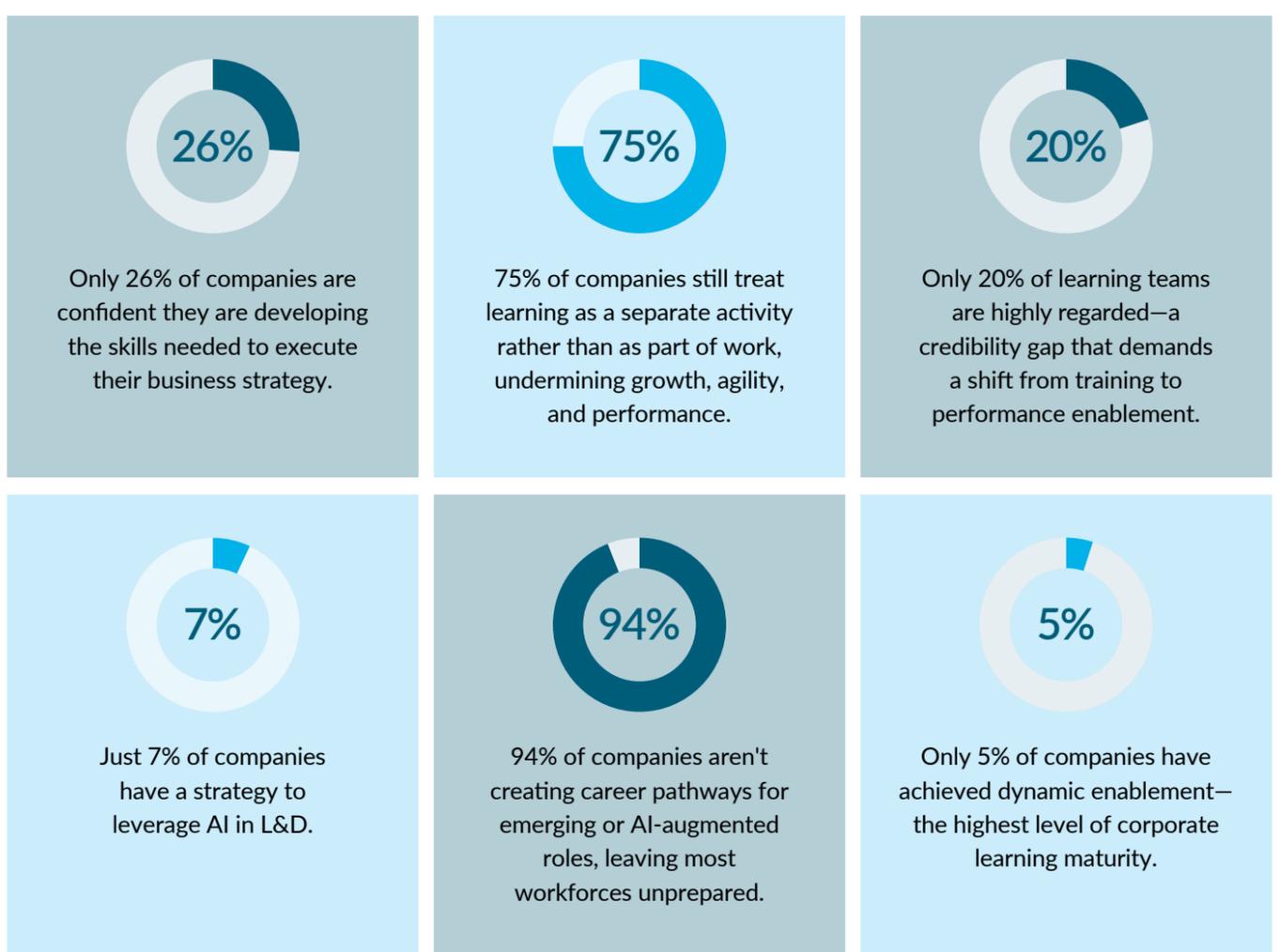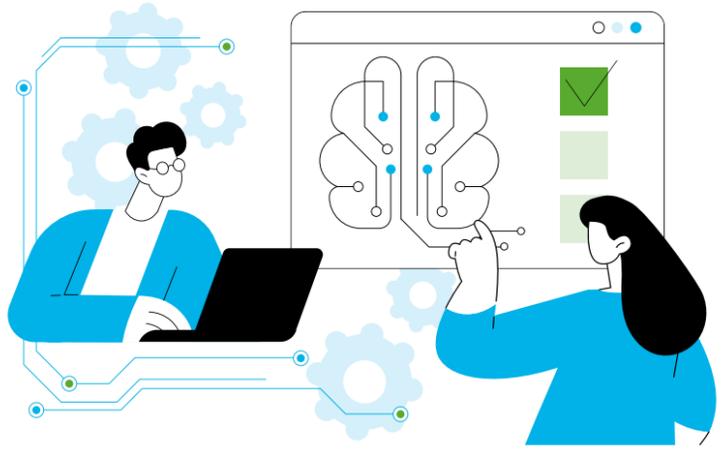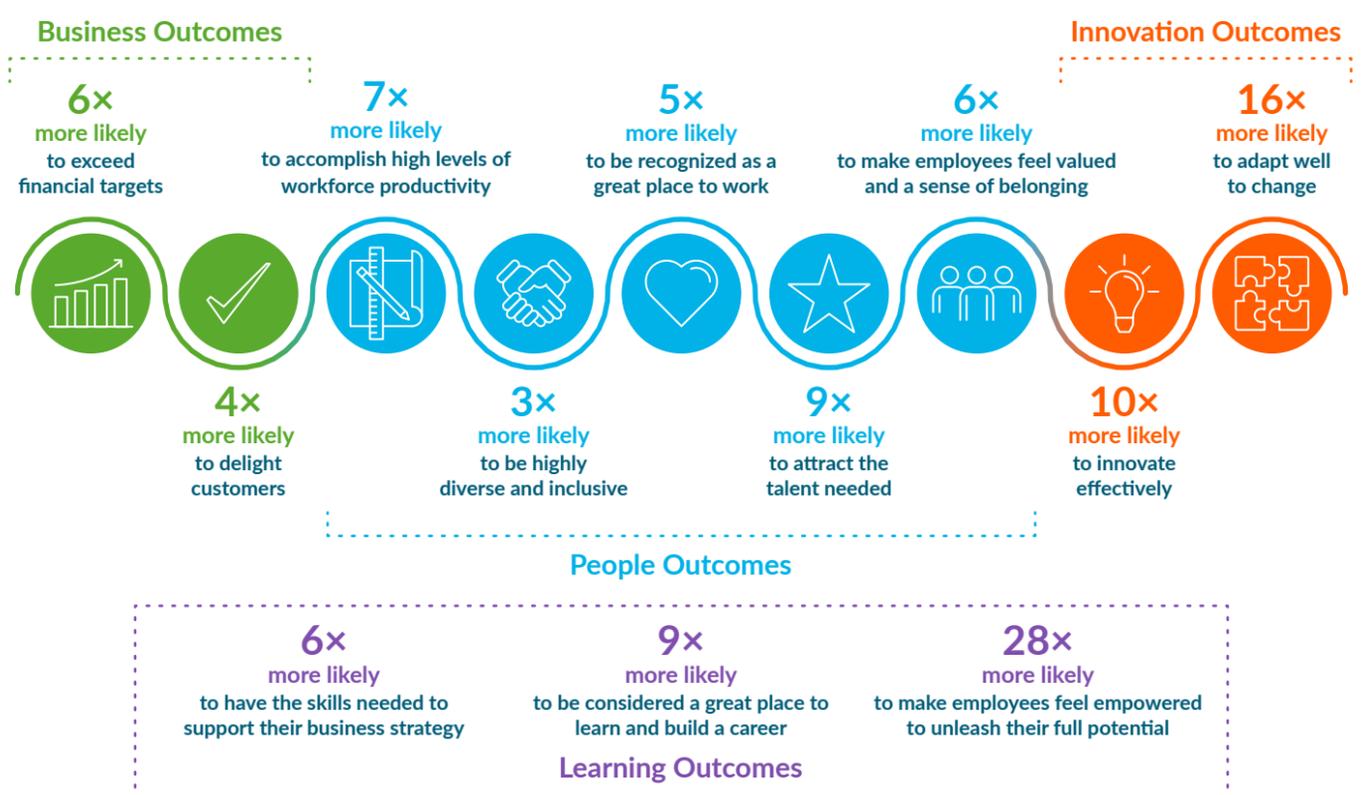The Definitive Guide to

Corporate Learning

FROM STATIC TRAINING TO DYNAMIC ENABLEMENT

Corporate learning has long relied on course-centric approaches that fall short of today's need for agility and just-in-time support. AI can now enable L&D to make a profound shift—from training provider to business performance partner—embedding learning and knowledge directly into work. This has given rise to a new level of corporate learning maturity: *dynamic enablement*.

26%

Only 26% of companies are confident they are developing the skills needed to execute their business strategy.

75%

75% of companies still treat learning as a separate activity rather than as part of work, undermining growth, agility, and performance.

20%

Only 20% of learning teams are highly regarded—a credibility gap that demands a shift from training to performance enablement.

7%

Just 7% of companies have a strategy to leverage AI in L&D.

94%

94% of companies aren't creating career pathways for emerging or AI-augmented roles, leaving most workforces unprepared.

5%

Only 5% of companies have achieved dynamic enablement—the highest level of corporate learning maturity.

COMPANIES THAT EXCEL AT DYNAMIC ENABLEMENT ARE:

Business Outcomes

6×
more likely
to exceed
financial targets

7×
more likely
to accomplish high levels of
workforce productivity

5×
more likely
to be recognized as a
great place to work

6×
more likely
to make employees feel valued
and a sense of belonging

Innovation Outcomes

16×
more likely
to adapt well
to change

4×
more likely
to delight
customers

3×
more likely
to be highly
diverse and inclusive

9×
more likely
to attract the
talent needed

10×
more likely
to innovate
effectively

People Outcomes

6×
more likely
to have the skills needed to
support their business strategy

9×
more likely
to be considered a great place to
learn and build a career

28×
more likely
to make employees feel empowered
to unleash their full potential

Learning Outcomes

To learn more about dynamic enablement, see *The Definitive Guide to Corporate Learning: From Static Training to Dynamic Enablement.* Our full report includes the following:

- 8 elements and 32 dimensions of the Corporate Learning Framework
- 16 essential practices that matter most
- 6 key research findings (and study methodology)

- 4 levels of the Corporate Learning Maturity Model
- Action steps on how to advance to greater levels of maturity
- Examples of excellence from high-performing companies