

# A People-First Approach to Learning

The days of content-focused training are over. Today's learning and development must put your people first. It's no longer enough to use a basic, standalone LMS (learning management system).

## To succeed, L&D departments need to be able to:

- ✓ **Create & Curate** impactful course materials that match to learner population needs.
- ✓ **Connect** to learners, meeting them where they work – in office, at home, and in the flow of work.

## Expectations for L&D are high in 2023

Organizations expect Learning & Development programs and professionals to lead the way on several key business-wide initiatives:

- |   |   |
|---|---|
|  <b>Mentorships</b>                     |  <b>Leading through change</b>         |
|  <b>DE&amp;I</b>                        |  <b>Digital fluency transformation</b> |
|  <b>Reskilling &amp; Upskilling</b>     |  <b>Compliance</b>                     |
|  <b>Employee well-being initiatives</b> |  <b>Hybrid and flexible work</b>       |
|  <b>Career development programs</b>     |  <b>Internal mobility programs</b>     |

## Learners also have expectations for L&D

- ✓ Engaging content in easily consumable formats
- ✓ Relevant learning matched to their needs
- ✓ A platform that's easy to use with mobile experiences, gamification, certifications and more

## Learners expect content to fit the delivery method

Online learning is:

- ✓ The second most popular delivery method for compliance
- ✓ The third most popular delivery method for technical topics
- ✓ The third most popular delivery method for leadership topics

## The 7 most common technologies used by L&D departments

- |  |  |
|--|--|
| <b>89%</b> LMS                           | <b>28%</b> Application simulation tools        |
| <b>86%</b> Webcasting/virtual classrooms | <b>28%</b> Learning content management systems |
| <b>40%</b> Rapid e-learning tools        | <b>19%</b> Knowledge management systems        |
| <b>36%</b> Mobile applications           |  |

To bring your learning strategy together, you need one solution that can unite in-house and off-the-shelf content and deliver it to your learners, wherever they are.

## Litmos enables you to:

### Create

your own proprietary courses and collections within the Litmos LMS powerful built-in content authoring tool.

### Curate

content from the Litmos library for universally valuable learning that benefits businesses across industries.

### Connect

learners to the content they need when they need it. Connect the LMS to your broader technology ecosystem for learning in the flow of work. And connect training activities to results and business outcomes.

**Consolidate your tech stack while creating engaging learning for your learners today with Litmos.**

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