

Is your learning culture keeping pace with rapid digitalization?

4 key insights from Mind Tools 2022 L&D Benchmark report

Mind Tools 2022 [L&D Benchmark Report](#) addresses the crucial question ‘*Is your learning culture keeping pace with rapid digitalization?*’ and looks at how organizations can adapt a ‘people first, technology second’ approach to their L&D strategy.

As well as sharing insights into several key topics, the report provides a practical action plan for L&D leaders to strengthen their learning cultures.

Here are some key insights taken from the report to help L&D teams future-proof their learning strategies.

1. Collaborative learning is on the rise

More organizations are asking “how do we collaborate better?” in an increasingly remote world. Social learning is vital to building stronger learning cultures because collaboration is at its heart. Often, the best form of workplace learning is not found in isolation but through employees working with the people that surround them.

Top Performers are **23** times more likely to ensure that employees can learn collaboratively compared with organizations in the lowest stage of our maturity model.

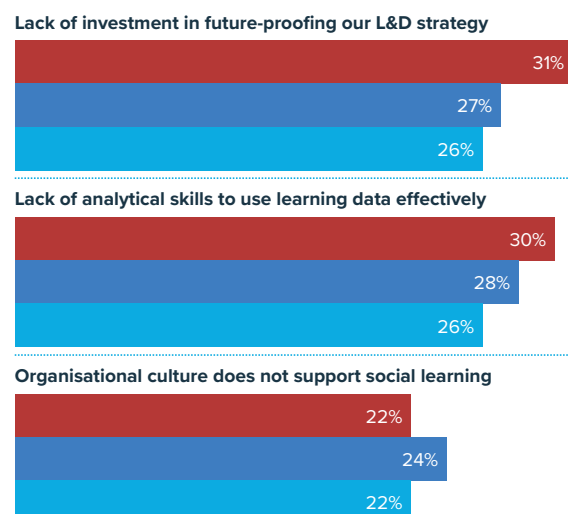
Top 3 collaborative learning tools in 2022

- Conference and screen-sharing tools (e.g., Skype, Google Hangouts)
- Communication tools (chat, IM, SMS, newsletter, forum)
- Virtual classroom tools

L&D leaders understand that social learning is the future, but right now it’s one of the biggest challenges they face

Reported L&D challenges associated with future-proofing - 2020 to 2022

■ 2022 ■ 2021 ■ 2020



2. More than ever before, organizations need data analysts

Less than half of organizations are measuring the impact of their digital technologies and only 12% are using data to measure the impact of their learning programmes. Analytic and data management skills are the **least common** capabilities L&D teams have in-house, but analytic skills are the only skills to have a direct impact on the future of learning.

Why do learning organizations need data analysts?

- Understand learner behaviour
- Measure impact and performance
- Improve the way learning is delivered

Data analysis contributes toward a future-proof learning and development approach

■ Stage 1: Learning Interventions
 ■ Stage 2: Learning Programs
 ■ Stage 3: Proactive performance strategy
 ■ Stage 4: High-impact learning culture

We use data analytics to improve the service we deliver

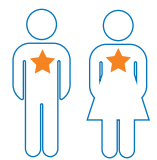


Only 19% of organizations have analytic skills in-house but 98% consider them to be a priority for learning

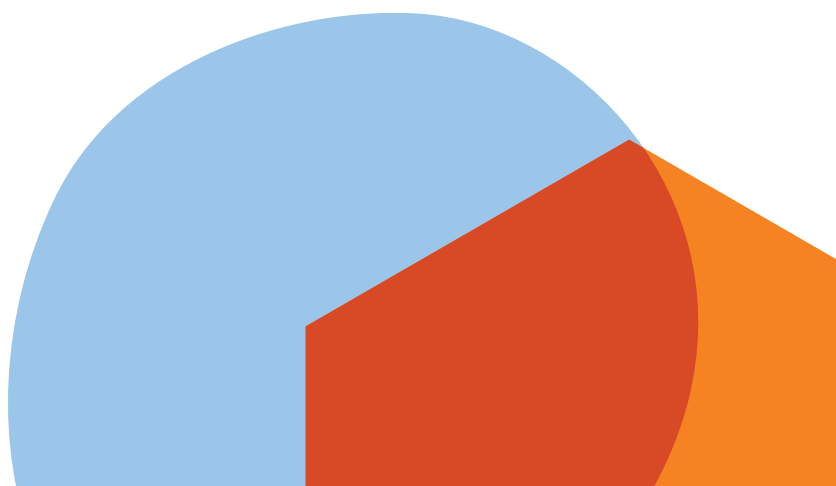
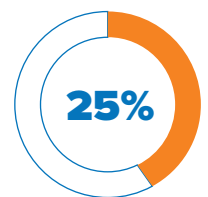
3. It's time to bring back performance management

Some of the largest differences between top performers and organizations at lower stages of our maturity model are related to development. Performance management involves reviewing and evaluating employee performance – just like appraisals – but its foundation is rooted in coaching. Consistently, top performers develop their people, and treat this as a continual and holistic process.

Top Performers are 6 times more likely to integrate performance management into their learning strategies



Unfortunately, though, only 25% of organizations in 2022 are using performance management as a method of professional development

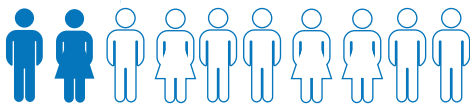
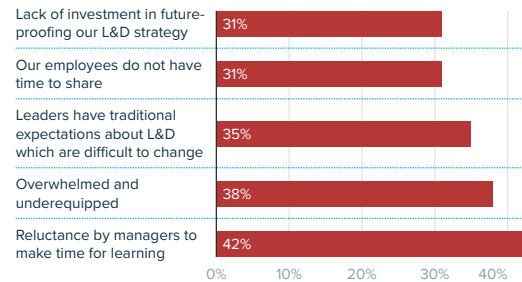


4. Culture is a shared responsibility

For a learning culture to develop and evolve, there needs to be an aligned attitude towards learning. However, when asked about the challenges L&D leaders face, “leaders have traditional expectations of L&D that are difficult to challenge” is consistently included in the top three most concerning barriers to learning.

Top 5 challenges faced by L&D teams in 2022

Top 5



Only 22% of organizations
are achieving a culture where
all stakeholders share the same
vision for learning.

Download the full report to
get access to more valuable
insights and top tips to help
you achieve your short-term
and long-term L&D goals.



 **SCAN ME**