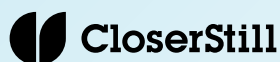


# Conference programme

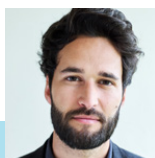
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workplace learning  
conference



Organised by:

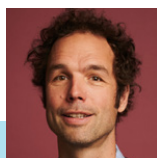


Over 90 of the learning industry's foremost speakers and facilitators



**Daniel  
Susskind**

Senior Research  
Associate at the  
Institute for Ethics in AI,  
**Oxford University**



**Thimon  
de Jong**

Keynote Speaker,  
Author & Founder,  
**WHETSTON**



**Hadiya  
Nuriddin**

Senior Learning  
Strategist,  
**Duets Learning**



**Brandon  
Carson**

Global Head of Learning,  
Leadership, and Cultural  
Experiences,  
**Starbucks**



**Stella  
Lee**

Director,  
**Paradox Learning**



**Chara  
Balasubramaniam**

Vice President for Future  
Skills & Learning,  
**BP**

# Learning Technologies 2024 Conference

Learning Technologies is the world's leading conference dedicated to technology-supported learning in the workplace. Now in its 25th year, the conference, which runs alongside the free exhibition, explores both the latest applications of learning technologies and the emerging practices leading organisations use to build effective learning strategies.











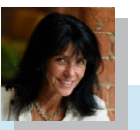





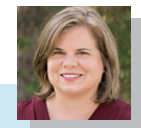
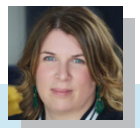

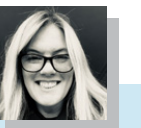




With over 30 conference sessions and more than 90 leading speakers and facilitators, there is a huge amount of content in our collaborative, interactive sessions. But the learning doesn't stop there. We have lunchtime sessions, networking sessions, and more than 1,000 fellow learning and development professionals attending, ready to share their ideas.

While AI undoubtedly plays a prominent role, our agenda also delves into crucial aspects such as content design, skills development, and personal growth. Most importantly, we take a good look at the human element - focusing on the sharing of knowledge, building capabilities, and preparing for the future. After all, when the machines have done their work, what differentiates and creates value, if it isn't the people?

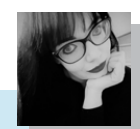
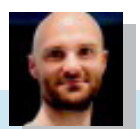

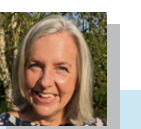




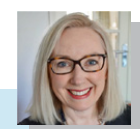







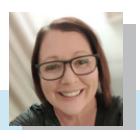






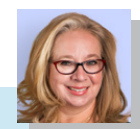


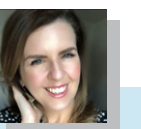





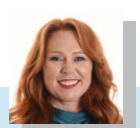
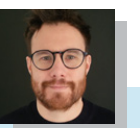


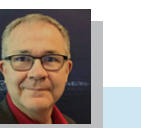
















Donald H Taylor  
Chair  
Learning Technologies Conference

## Speakers and facilitators

 Tiffany Abinsay	 Chara Balasubramaniam	 Sally-Ann Bartlett	 Cammy Bean	 Markus Bernhardt	 Jane Bozarth	 Derek Bruce	 Fran Butler
 Brandon Carson	 Virginie Chassériau	 Sharon Claffey Kaliouby	 Stella Collins	 Emily Cosgrove	 Sheena D Whyatt	 Thimon de Jong	 Gaëlle Delmas-Watson
 Julie Dirksen	 Claire Doody	 Anamaria Dorgo	 Julie Drybrough	 Paul Ferguson	 Nicki Finnigan	 Niall Gavin	 Helen Gironi

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**+44 (0) 20 8092 6791** or email [info@learningtechnologies.co.uk](mailto:info@learningtechnologies.co.uk)

 Hannah Gore	 Robert Harris	 Detlef Hold	 Sara Hope	 Rob Hubbard	 Starling Hunter	 Andrew Jacobs	 Dani Johnson
 Anna Johnston	 Sodi Kakouris	 David Kelly	 Ben Kirby	 Henriette Kloots	 Stella Lee	 Elise Lockyer	 Peter Manniche Riber
 Fiona McBride	 Catherine McGaw-Pratt	 Lavinia Mehedintu	 Celine Mullins	 Nic Newman	 Lori Niles-Hofmann	 Hadiya Nuriddin	 Zsolt Olah
 Laura Overton	 Nigel Paine	 Michelle Parry-Slater	 Gemma Paterson	 Tayn Pavelic	 David Perring	 Kinga Petrovai	 Matt Price
 Carla Quiring	 Sarah Ratcliff	 Daniel Redman	 Steve Renz	 Brendan Rice	 Gordon Ritchie	 Lynn Rodgers	 Teresa Rose
 Myles Runham	 Mandy Jane Rutherford	 Peter Sheppard	 Ryan Steer	 Heather Stefanski	 Daniel Susskind	 Donald H Taylor	 Alice Thompson
 Sarah Twaites	 Saskia van den Berg-Tromp	 Egle Vinauskaitė	 Robert Waggot	 Steve Wheeler	 Anthony Williams	 Andy Wooler	

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08:00 - 09:15	Registration				
09:15 - 09:30	Introduction to the conference				
	Donald H Taylor				
09:30 - 10:30	A world in flux: AI and the forces transforming work, and what we can - and should - do about it				
	Daniel Susskind				
10:30 - 11:15	Coffee and networking				
	T1S1	T3S1	T4S1	T5S1	
11:15 - 12:25	Emerging technologies	Learning strategy	Informal learning	Self-directed learning	
	What's next on the learning technologies roller coaster ride?	The Great Reset: Why we need to rethink organisational learning	The Power of Conversation – strengthening human connection at work	Igniting self-driven learning	
	Dani Johnson David Kelly	Nigel Paine	Emily Cosgrove Sara Hope	Detlef Hold	
12:25 - 13:55	Lunchtime sessions and visit the exhibition				
	L1S1				
12:40 - 13:20	Women in learning				
	Sharon Claffey Kaliouby   Catherine McGaw-Pratt   Alice Thompson				
	T1S2	T2S2	T3S2	T4S2	T5S2
13:55 - 15:05	The learning landscape	Story telling	L&D management	Social learning	Compliance
	Transforming the Learning Team in 2024: AI, innovation and why learning will never be the same again!	From data to story: how to transform corporate information into engaging narratives	Operational excellence in L&D - setting up your department for success	Organisational network analysis: Enhancing communication and knowledge flow	Revolutionising compliance training with technology
	David Perring Myles Runham	Hadiya Nuriddin	Sally-Ann Bartlett Robert Harris	Starling Hunter	Robert Waggot Matt Price Sarah Twaites
15:05 - 15:50	Coffee and networking				
	T1S3	T2S3	T3S3	T4S3	T5S3
15:50 - 17:00	Performance support	Learning personalisation	Skills infrastructure	Learning design	Business-aligned learning
	From delivering content to business-focused performance outcomes	Using data and AI to create personalised, adaptive learning experiences	The skills-based organisation – buy-in, barriers and benefits	Instructional design in the real world: learning content for the way people learn and work	Driving L&D value : Why it's time to stop co-operating and start collaborating
	Ben Kirby Daniel Redman	Peter Manniche Riber Tiffany Abinsay	Gordon Ritchie Peter Sheppard Teresa Rose	Julie Dirksen Cammy Bean Jane Bozarth	Laura Overton
17:00 - 18:00	Drinks and networking				

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08:00 - 09:15	Registration				
09:15 - 09:30	Introduction to day 2				
	Donald H Taylor				
09:30 - 10:30	Opening address - What on earth will people do next? Understanding human behaviour now and in the future Thimon de Jong				
10:30 - 11:15	Coffee and networking				
	T1S4	T3S4	T4S4	T5S4	
11:15 - 12:25	Artificial intelligence	Learning and talent	Learning impact	The learning profession	
	AI in L&D: where are we, what's changing and what should you do? Egle Vinauskaite Markus Bernhardt	Building a Sustainable Workforce in Today's World of Work Brandon Carson	Showing the value of L&D - moving from the transactional to strategic alignment Alice Thompson Fran Butler Tayn Pavelic	Connect, reflect, build: preparing for your new future in L&D Fiona McBride	
12:25 - 13:55	Lunchtime sessions and visit the exhibition				
	L2S1				
12:40 - 13:20	L&D and Sustainability				
	Rob Hubbard				
	T1S5	T2S5	T3S5	T4S5	T5S5
	AR and VR	Systems implementation	Learning leadership	Collaborative learning	Data and analytics
13:55 - 15:05	Virtual, augment and extended - the new realities being put to practical use for learning Sodi Kakouris	High impact delivery: designed for the business, built on trust Carla Quiring Elise Lockyer Anna Johnston	Evolving L&D: Redesigning your L&D operational model Heather Stefanski Chara Balasubramaniam	Learning beyond the course - supporting people's natural, collaborative learning Kinga Petrovai Lynn Rodgers	Data literacy - the essential skill for L&D today Zsolt Olah
	Coffee and networking				
15:05 - 15:50	T1S6	T2S6	T3S6	T4S6	T5S6
	Learning culture	Enterprise learning	Change management	Professional development	EdTech funding
15:50 - 17:00	Working together to create a learning and performance culture Mandy Jane Rutherford Gemma Paterson	Running successful multi-national learning technology implementations Steve Renz Ryan Steer	Understanding change management's role in successful learning initiatives Saskia van den Berg-Tromp Paul Ferguson Nicki Finnigan	AI literacy for L&D - moving beyond prompt engineering to solid understanding Stella Lee	Who's getting funded, and why? The state of learning technology start-up funding today Nic Newman Helen Gironi
	Drinks and networking				

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08:00 - 09:15

Registration

09:15 - 09:30

Introduction to the conference

Conference Theatre 1



**Donald H Taylor**  
Chair  
Learning Technologies

09:30 - 10:30

Opening address

A world in flux: AI and the forces transforming work, and what we can - and should - do about it

Conference Theatre 1

Every day we hear of advances in AI, with new systems taking on activities that, until recently, we thought only human beings alone could ever do: writing effective code and drafting compelling documents, designing beautiful buildings, and diagnosing medical illnesses.

What does all this technological progress mean for the future of work—and for Learning and Development (L&D) in particular? In this optimistic and pragmatic talk, Daniel Susskind explores the opportunities and challenges from AI for the L&D function, drawing on his best-selling books, *The Future of the Professions* and *A World Without Work*.



**Daniel Susskind**  
Research Professor in Economics / Senior Research Associate at the Institute for Ethics in AI  
**King's College London / Oxford University**

10:30 - 11:15

Coffee and networking

Themes

- AI, data and analytics
- Programme implementation
- Professional development
- Skills, talent and learning
- Tools and technologies
- Future L&D
- Learning experience design

11:15 - 12:25

T1S1 - Emerging technologies

Conference Theatre 1

It's always the best-attended session at the Learning Technologies Conference. It sets the scene for the technology side of the event by not just discussing what's happening in the marketplace and exploring what's trending, but also by examining the implications of all this for L&D as a profession.



**Chair: Steve Wheeler**  
Learning Innovation Consultant/CEO

What's next on the learning technologies roller coaster ride?

Deafened by the incessant buzz surrounding learning technology? This session offers a lucid exploration of the rapidly evolving learning tech landscape, a welcome quiet voice of sanity against the cacophony of the market.

We will scrutinise the current trends in learning technology, with a focus on understanding their role as enablers in the L&D profession, going beyond functionality to ask what technologies can do for us? Yes, AI, personalisation, learning analytics and skills are exciting and powerful – but they are enablers, and it's only by considering what they enable that we realise their true value.

- Navigating the crowded learning tech market
- Understanding technologies as enablers in L&D
- Insights into emerging trends and future directions
- Beyond buzzwords: making practical tech choices



**Dani Johnson**  
Cofounder & Principal Analyst  
**RedThread Research**



**David Kelly**  
CEO  
**The Learning Guild**

11:15 - 12:25

T3S1 - Learning strategy

Conference Theatre 3

Organisational L&D needs to go beyond providing individual learning at scale. This session explores what it means when you take that seriously and do it at scale. It emphasises the importance of a collaborative approach to learning and covers strategies for fostering a culture that is open to innovation and learning from mistakes. It's the way of future L&D – are you curious, agile and brave enough to make the change?



**Chair: Celine Mullins**  
CEO

The Great Reset: Why we need to rethink organisational learning

This transformative talk, inspired by Nigel Paine's new book on organisational learning, challenges conventional wisdom around L&D. It emphasizes that no single individual can determine an organization's path to success; instead, a collective, connected approach to learning is essential. Drawing on his extensive research, writing and wide experience, including a role as CLO of the BBC, Nigel will explore how we can – and must – revolutionise learning and development in organisations.

We'll delve into strategies for creating a culture open to new ideas, where mistakes are seen as learning opportunities, and open discussions drive innovation. The session is a call to action for L&D professionals to adopt a mindset of curiosity, encouraging exploration and intelligent decision-making based on a wealth of information. Be part of this pivotal conversation to reshape your organisation's learning landscape by connecting firmly with your organization's business strategy.

- Building connections for organisational intelligence
- Creating a culture open to external ideas
- Embracing mistakes as learning opportunities
- Fostering a coaching culture in the workplace
- Curiosity-driven exploration and decision-making



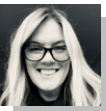
**Nigel Paine**  
Managing Director  
**Nigel Paine.Com Ltd**

11:15 - 12:25

T4S1 - Informal learning

Conference Theatre 4

While technology remains endlessly fascinating, humanity's greatest invention is language, and conversation remains key to much of the learning that takes place at work. This session examines how meaningful dialogue is essential for effective learning and development in organizations. Whether the interaction is virtual or face-to-face, this session explores how to ensure it is successful.



**Chair: Julie Drybrough**  
Director

The Power of Conversation – strengthening human connection at work

Conversations have existed for as long as humans. They are the heartbeat of our workplaces. In this era of profound technological change, are we at risk of losing this ancient art? Join Emily & Sara to explore and experiment with the power of human conversation, our super-skill for learning, innovating, and effecting change in our organisations.

- A different conversation – why now?
- Conversational wisdom – leading with awareness, skill, and humanity
- Being more human in our conversations - the power of vulnerability
- Dialogue for Brave Space - building more diverse and inclusive workplaces
- Keep talking – case studies and ideas to help you continue the conversation



**Emily Cosgrove**  
Co-Founder  
**The Conversation Space**



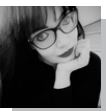
**Sara Hope**  
Co-Founder  
**The Conversation Space**

11:15 - 12:25

T5S1 - Self-directed learning

Conference Theatre 5

In an era where technology reshapes our approach to work and learning, this session casts a spotlight on self-driven learning. It underscores the vital role of Learning & Development in fostering an environment where self-initiative and collaboration blend seamlessly. The aim: to support self-driven learners and a culture of learning which does not require L&D's intervention.



**Chair: Hannah Gore**  
Head of People (EMEA & US)

Igniting self-driven learning

Are we truly tapping into the full potential of people to learn at work? This session re-examines the inherently social nature of learning, starting with exploring fundamental interactions, such as those between children and parents, where learning is fostered through communication, dialogue, and imitation. This exploration is not just theoretical; it's grounded in the practical realities of workplace learning.

How do we put this understanding to use to support learning at work? We'll look into common real-world examples, like the challenge of knowledge transfer among engineers and the difficulties of identifying and articulating tacit knowledge. L&D has a critical role to play in this process, and of course the ultimate success is when L&D can put in place the structures and supports for self-driven learning and then step away, so that learning continues without the need for intervention.

- Exploring learning's social and interactive roots
- Bridging theory with workplace learning realities
- Insights from case studies of knowledge transfer
- Practical strategies for effective knowledge articulation
- Generational learning: where L&D really succeeds



**Detlef Hold**  
Head People & Organizational Capabilities  
**Roche**

12:25 - 13:55

Lunch and visit the exhibition

12:40 - 13:20

L1S1 - Women in learning

Conference Theatre 4

This year's Women in Learning lunchtime session will inspire, exasperate, and ENERGIZE you!

Stats on women in leadership roles in L&D look as though they are changing. Even as we think we are seeing our first “positive” bump to the needle in a decade, reality and stories from “the field” tell a different story.

This session will celebrate women in learning, the value of Thirty Under 30 cohorts, the importance of empowering women leaders, and the growing need to value and support the “seasoned” (over 30) employee. We will share ways that you can take the opportunity to make a personal commitment and pledge to:

- Building equity & belonging in the workplace
- Championing women in learning LEADERSHIP!
- Accelerating the impact of #WomenInLearning

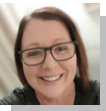
It appears we need this now more than ever! In this session you will roll up your sleeves and join in as we explore:

- Whether media reflects reality. Consider: Wonder Woman entering “No Man's Land”(2017), the song “The Man” Talyor Swift (2019); “Barbie Girl” (1997); and even the recent “Barbie World” (2023)
- Thirty Under 30 participants sharing what their future looks like
- Trailblazers—both male allies and women leaders—guiding the creation of impact statements
- How “creating our own BUZZ” on LinkedIn may have the greatest impact on seasoned female professionals and leaders

Will you make a pledge to champion the impact of women in learning and accelerate gender equity? Join us and find out how!



**Sharon Claffey Kaliouby**  
Co-Founder  
**#WomenInLearning**



**Catherine McGaw-Pratt**  
Head of Global Learning and Development  
**Infosys Consulting**



**Alice Thompson**  
Learning Partner  
**Marks and Spencer**



13:55 - 15:05

T1S2 - The learning landscape

Conference Theatre 1

It's difficult not to see AI being a huge disruptor in corporate learning for the foreseeable future. In a similar way that elearning impacted classroom training over the past 25 years – AI in corporate learning is going to bring significant change for us all – as learners, as L&D professionals and organisations.



**Chair: Lavinia Mehedintu**  
Co-Founder and Learning Architect

Transforming the Learning Team in 2024: AI, innovation and why learning will never be the same again!

Despite it being relatively early days, the ability of AI to augment almost every phase of the learning cycle seems inevitable. However lightly, AI is already beginning to influence learning strategy and execution. Leading L&D teams are using AI to change the game. It's enabling greater operating efficiency and making more effective learning experiences a reality.

But for all the opportunities, how is AI really being used in corporate learning? In this session Myles Runham and David Perring of Fosway group will explore the impact of innovation and occasionally mention AI in how learning and learning teams are and should be evolving in 2024, showing how AI is instrumental in:

- Enabling better learner engagement
- Generating scenarios for deeper skills practice
- Driving more adaptive learning experiences
- Aligning personal development to skills requirements
- Underpinning internal mobility



**David Perring**  
Chief Insights Officer  
Fosway Group



**Myles Runham**  
Senior Analyst for Digital Learning  
Fosway Group

13:55 - 15:05

T2S2 - Story telling

Conference Theatre 2

In a world increasingly guided by data, and technology, it's still people that make things happen. Join this session to learn how to turn raw data into exciting, compelling narratives that inspire people to take action. People need stories to grasp the real impact of data – learn how to tell those stories in a way they will never forget.



**Chair: Kinga Petrovai**  
Learning Consultant & Podcaster

From data to story: how to transform corporate information into engaging narratives

In today's data-driven business world, extracting insights from vast amounts of information is more important than ever. However, simply presenting raw data to an audience is rarely enough to engage them or convey the significance of the findings. To truly make an impact, data needs to be transformed into a compelling narrative that captures the audience's attention and helps them understand the insights in a meaningful way.

This session is designed to equip attendees with the skills and techniques necessary to create powerful data-driven stories that can captivate audiences and drive change within their organizations. Attendees will learn how to identify key insights from their data and craft a narrative that conveys those insights in a clear, concise, and compelling way. They will learn how to structure their stories for maximum impact and choose the most effective visualization tools to bring their data to life. Attendees will also learn about the importance of storytelling in business, including how it can help drive buy-in and influence decision-making. By the end of the session, attendees will have a solid understanding of the principles of data-driven storytelling, and the tools and techniques to apply those principles to create engaging narratives to inspire both change and action.

Join Hadiya to learn how to:

- Transform data into a compelling narrative
- Engage your audience and convey the significance of your findings
- Create data-driven stories that captivate and drive change
- Identify key insights to structure your stories for maximum impact
- Chooses effective visualization strategies to bring data to life




**Hadiya Nuriddin**  
Senior Learning Strategist  
Duets Learning

13:55 - 15:05

T3S2 - L&D management

Conference Theatre 3

The world has changed, and L&D has to change, too. The L&D department no longer only provides a schedule of training. Its role is wider, including not just training delivery, but understanding the needs of the business, getting buy-in for new investment in systems, and shifting the culture and perception of learning in the workplace. If L&D wants to avoid the trap of only delivering training to order, it has to change, and that change starts here.



**Chair: Gaëlle Delmas-Watson**  
Learning Experience Specialist

Operational excellence in L&D - setting up your department for success

In a rapidly evolving corporate world, the role of a robust L&D department is pivotal. This session provides a deep dive into the journey of constructing an effective L&D department, drawing on real-life examples from the trenches. Learn from the experiences of those who have built successful L&D functions from scratch, overcoming challenges such as language barriers, the need for diverse training programs, aligning L&D strategies with business outcomes and ensuring senior buy-in.

Discover innovative approaches to L&D, from leveraging technology to creating data-led strategies and explore how to grow your L&D department, tailoring it to meet the specific needs of your organisation while ensuring it adds tangible value.

- Crafting L&D functions in diverse corporate landscapes
- Overcoming language and cultural barriers in L&D
- Leveraging technology for efficient learning
- Aligning L&D with business outcomes
- Strategies for long-term L&D success



**Sally-Ann Bartlett**  
Group Learning & Development  
Rubix



**Robert Harris**  
Group Head of Learning & Development  
Frasers Group

13:55 - 15:05

T4S2 - Social learning

Conference Theatre 4

In this session, we look at how people relate to each other in an organisation, at how those relationships can be mapped, and at the many uses L&D can make of such an organisational map. It can help with reducing organisational silos, with reducing resistance to technology roll outs, and to improving team work. Organisational network analysis has been overlooked for too long as a powerful tool for L&D, and it's time for that to change.



**Chair: Claire Doody**  
Principal Consultant

Organisational network analysis: Enhancing communication and knowledge flow

There's more than one type of organisational diagram in the workplace. There's the official organogram, the one that sits on walls on HQ, with the CEO at the top and reporting lines spreading downwards. And then there's the unofficial network. That's the one that describes how strong the bonds are between people. It shows where groups form. It identifies the pivotal people that link groups. It shows how information flows between individuals and groups, and where the pinch points are. And guess what? This doesn't look anything like the organogram on the wall at HQ.

For L&D, understanding these networks (there are many) is crucial. An increasingly important part of our role is not creating content, but ensuring that the rich knowledge base of the workforce doesn't stay stuck in silos but can be shared. How do you understand these informal networks? Through organisational network analysis (ONA), and that's what this session is all about.

- The principles of organisational network analysis
- Knowing the brokers and boundary spanners in your organisation
- Using ONA as part of your learning systems roll out
- Using ONA to enhance the power of team work
- Examples and practical uses of ONA for organisational learning




**Starling Hunter**  
Co-Founder  
Organalytic AB

13:55 - 15:05

T5S2 - Compliance

Conference Theatre 5

It's essential in most large organisations but is usually seen as a chore that nobody wants to be involved with – from employees to managers to the L&D department. Compliance doesn't have to be that way, however. In this session we explore organisations that have taken different approaches to mandatory training to make it more targeted, less time consuming and easier to administer.



**Chair: Michelle Parry-Slater**  
Learning and Development Director

Revolutionising compliance training with technology


In this session we look at case studies of compliance training that take a different approach to this unloved, but essential task. For example, by leveraging AI it is possible to transform even mandatory training to provide personalised learning paths, aligning with specific competencies. This targeted training can meet the needs of a governing body without adding to L&D's administrative load or over-stretching employees.

The administrative burden of managing and delivering compliance training can be huge. We look at the challenges of consolidating training records, the effectiveness of a blended approach, and the impact of new technology on traditional learning methods.

- Leveraging AI for personalised compliance training
- Managing large-scale training for diverse competencies
- Blended learning approaches in compliance training
- Strategic management of training records and data
- Ensuring effective delivery of compliance-related learning



**Robert Waggot**  
Business Applications Team Lead  
Arriva PLC



**Matt Price**  
Assistant Director of People & Organisational Development  
Havebury Housing



**Sarah Twaites**  
Senior Business Integrity Manager  
Tesco Stores Ltd

15:05 - 15:50

Coffee and networking



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Themes

- AI, data and analytics
- Programme implementation
- Professional development
- Skills, talent and learning
- Tools and technologies
- Future L&D
- Learning experience design

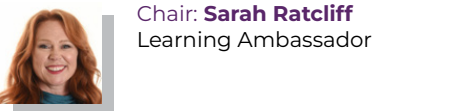


15:50 - 17:00

T1S3 - Performance support

Conference Theatre 1

In an era where digital transformation is paramount, how do we ensure our workforce keeps pace? This session tackles a pressing issue in Learning and Development (L&D) – technologies that support performance, enhance just-in-time learning and provide practice for further skills development.



From delivering content to business-focused performance outcomes

There's nothing wrong with training, but equally there's everything to be said for performance support that helps people do their job better in the moment. And sometimes, of course, L&D can produce systems which deliver both just-in-case learning and just-in-time support.

This interactive discussion will illuminate how technologies and tools, some of them AI-driven, can boost performance with support in the flow of work, or by providing extensive practice before going to work. Simulators that let employees practice real-world interactions, either verbally or through chat, enhances the quality of interactions and boosts learner confidence.

- How performance support adds to learning in the flow of work
- Merging theory and practice in workforce training
- Elevating conversation quality via AI simulators
- AI as a tool for continuous employee coaching
- Creating demonstrable improvements in workforce performance

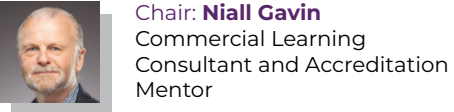


15:50 - 17:00

T2S3 - Learning personalisation

Conference Theatre 2

We know learning is more effective when personalised but how do you manage that at scale? With technology. If there is one area where AI, machine learning and the better use of data can help us improve L&D, it's in the field of learning personalisation. Join this session to hear how this is being pursued, along with an honest assessment of some of the issues uncovered on the way.

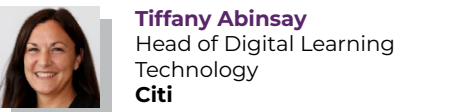


Using data and AI to create personalised, adaptive learning experiences

Explore the transformative power of technology in personalizing learning experiences. This session looks at using a range of approaches, from data mining to machine learning and generative AI to provide personalized learning and career path recommendations. It delves into how internal data can be harnessed to tailor learning experiences, aligning with individual needs and career aspirations.

Gain insights into the strategic implementation of these technologies in learning frameworks. Understand the intricacies of data utilization, balancing standardization with the need for adaptable and responsive learning content.

- Utilizing machine learning for personalized learning paths
- Aligning AI recommendations with individual career goals
- Harnessing internal data for tailored learning experiences
- Strategic implementation of AI in learning frameworks
- Balancing content standardization with adaptability

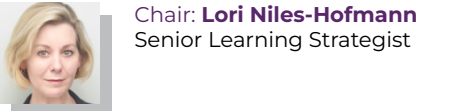


15:50 - 17:00

T3S3 - Skills infrastructure

Conference Theatre 3

Skills have been called the 'new oil for business' – the essential part of an organisation that keeps it successful in the modern era. But we've been here before, in the 1990s and 2000s, when competencies were all the rage. What's different today? Does AI and Software as a Service make it possible to get a handle on skills today, or is it just the new snake oil?

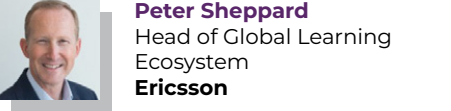


The skills-based organisation – buy-in, barriers and benefits

Explore skills infrastructure within the learning and development (L&D) landscape with a look at skills taxonomies and the so-called Skills Based Organisation. We'll explore how organisations are transitioning towards dynamic, skills-based frameworks, focussing on automation of skills taxonomies. We will also look at the practical steps needed to align job roles and skills throughout the talent management process – from recruitment to on-the-job development.

Learn about skills profiling for individuals, the role of L&D and the importance of organisational buy-in. This will be an open discussion in which we'll really get to grips with the issues of skills management, the extraordinary things that may be possible, and the issues you'll need to consider.

- The promise of skills management – and the challenges
- Working with AI-driven skills taxonomies
- Integrating and validating skills profiling
- Align learning content with critical skills
- Obtaining – and maintaining – organisational buy-in



15:50 - 17:00

T4S3 - Learning design

Conference Theatre 4

Instructional design isn't an abstract discipline, but it's too often treated as such. This session deals with what happens when ID bumps up against the real world. From dealing with stakeholder expectations to overcoming budgetary and regulatory constraints – how do you accommodate the reality of the work place and still create great learning experiences?



Instructional design in the real world: learning content for the way people learn and work

Working practitioners know there is a gap between instructional design work on paper and instructional design work in reality. The process is rarely as smooth and linear as books and charts and preparatory courses would have us believe: We walk a path fraught with conflicting demands, budgetary and regulatory constraints, and unrealistic expectations of what training can accomplish (and even whether training is indicated at all) and often take on roles far beyond our job descriptions. The truth is, if you put 10 instructional designers in a room and have them share those job descriptions, you'll find that every ID job is defined in sometimes drastically different ways.

In this panel session experienced practitioners and authors Cammy Bean, Julie Dirksen, and Jane Bozarth will guide the audience through tips focused on not so much on what IDers do but how as IDs in the "real world" we can get things done to make a lasting impact on our organizations.

- Working with stakeholders, including discussion of when and how to push back
- Basic business acumen
- The problems with sacred L&D cows like "ROI", SMART goals, and Bloom's Taxonomy
- Some of L&D's dirty little secrets (hints: the Indecisive Manager; the Data Conundrum)
- The problem of being asked to wear Too Many Hats
- The one non-design skill all employers want



15:50 - 17:00

T5S3 - Business-aligned learning

Conference Theatre 5

It's one of the biggest issues in L&D – showing the impact of what we do. Part of the answer is the right approach to understanding value and speaking the language of business. But another, deeper, part is fundamental – our ways of working. How do we collaborate with the business, how do we perceive it, and – crucially – how does the business perceive L&D? Join Laura Overton to understand how shifting mindsets is the start of the value journey.



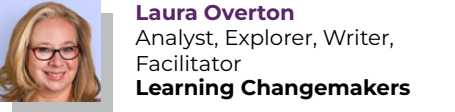
Driving L&D value : Why it's time to stop co-operating and start collaborating

We're in this L&D role because we want to make a difference to individuals , to teams and to the organisations. We know our work is valuable but for the past 20 years the evidence has shown that we regularly struggle to be valued by others. Over that time, we have leant into new tools and technologies in pursuit of the holy grail of 'getting a seat at the table'. Many techniques have promise and some have even worked yet the battle to demonstrate value continues.

Over the past 21 years, Laura has been researching this conundrum. Over that time , there has been increased co-operation and alignment with business goals and that is a start but it's not enough. The secret to success in 2024 goes beyond learning to co-operate with business to being a part of that business working with them on common goals. In this session we will be sharing tactics and strategies to shift from co-operation to collaboration.

Join us in this interactive session where we will use Laura's L&D value spectrum to explore:

- When co-operation can let us down
- Why mindset matters
- Shifting our narrative
- Becoming a team player
- Driving value from within



17:00 - 18:00

Drinks and networking



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- Themes
- AI, data and analytics
  - Programme implementation
  - Professional development
  - Skills, talent and learning
  - Tools and technologies
  - Future L&D
  - Learning experience design




08:00 - 09:15

Registration

09:15 - 09:30

Introduction to day 2

Conference Theatre 1



**Donald H Taylor**  
Chair  
**Learning Technologies**

09:30 - 10:30

Opening address


What on earth will people do next?  
Understanding human behaviour now  
and in the future

Conference Theatre 1

In a changing world, the importance of learning becomes increasingly pivotal. This provocative but engaging keynote explores the transformative power of learning in an era of digitalisation and global crises. It delves into how individuals and organisations can effectively adapt to future challenges, discussing strategies for dealing with the 'polycrisis', embracing new ways of working, and nurturing trust while responsibly addressing global issues like environmental sustainability.

This talk also examines the future of work and its implications on life and learning. It addresses how flexible, remote, and hybrid work models, along with emerging technologies, are reshaping the learning landscape. The session focuses on the integration of these developments into effective learning strategies that cater to the needs of a diverse, multi-generational workforce. Additionally, it highlights the role of learning in balancing mental well-being and professional growth, emphasising the need for empathy and emotional intelligence.

This keynote will make you think, but it will also make you feel, and leave you with a sense of how learning can be a catalyst for positive change in both your professional and your personal life, in a future where the distinction between them is increasingly blurred.



**Thimon de Jong**  
Keynote Speaker, Author & Founder  
**WHETSTON**

10:30 - 11:15


Coffee and networking

11:15 - 12:25

T1S4 - Artificial intelligence

Conference Theatre 1

Everyone's talking about it but not many people are actually doing it. Welcome to the world of AI. But with weekly and sometimes daily changes in what AI makes possible, it's vital to keep up. Join us for an update on what AI makes possible, what it doesn't, and the next steps you could take to keep yourself ahead of this transformational technology.




Chair: **Donald H Taylor**  
Chair  
**Learning Technologies**

AI in L&D: where are we, what's  
changing and what should you do?

What is the current state of AI in L&D? Clue: not as advanced as it could be. This key session will address why many organizations have been tentative in starting with AI. It explores the challenges and opportunities presented by AI and looks at both cases where it has been used well, and the common reasons for slow adoption.

While AI is largely used currently in enhancing content creation, it has wide possibilities in personalisation and other areas. The session offers practical insights into overcoming the hype surrounding AI, ensuring data privacy, and complying with regulatory standards. It's an essential guide for those looking to lead their organizations into the future of learning, offering both visionary ideas and actionable strategies.

- Exploring AI's potential in L&D and the barriers to adoption
- Personalizing learning experiences with AI technology
- Going beyond content creation
- Navigating data privacy and security challenges
- Getting started and keeping informed



**Egle Vinauskaite**  
Learning Strategist  
**Nodes**



**Markus Bernhardt**  
Chief Consultant  
**Endeavor Intelligence**

11:15 - 12:25

T3S4 - Learning and talent

Conference Theatre 3

In L&D, we often find ourselves reinventing the wheel, rediscovering lessons already learned by others. To meet today's rapidly changing business needs, we must move beyond swirling hype cycles, and reimagine L&D to be a modern, adaptable, and nimble practice connecting the changing landscape of business to a highly productive and satisfied workforce. Come hear from, and talk with, a seasoned learning leader with experience across technology, transportation, and retail as he shares lessons learned on how to build a flexible L&D playbook that delivers both a transformative approach to the practice while enabling a strategy of continuous learning.




Chair: **Henriette Kloots**  
Senior L&D Consultant

Building a Sustainable Workforce in  
Today's World of Work

Currently the CLO at Starbucks, Brandon Carson has sat in senior L&D roles at some of the world's largest companies. Over his career, he has reached hard-learned conclusions about how the L&D function operates, and how it needs to change to stay relevant. This session is packed with practical insights into how we can all do our jobs in L&D better, whatever our role.

One thing is clear: it's crucial to deeply understand the work that people do day-to-day. Without that understanding, it's impossible to do the job of improving performance. Never optimal, the traditional approach of creating content and throwing it at the workforce in the hope that something will stick is now completely redundant. There are alternatives, but to make them truly effective, we need to boost digital literacy at all levels of the organisation, and we need to upskill the L&D department, with a sharper focus on the learning sciences, data, and performance consulting. We will discuss and share how to:

- Embed learning in work processes without disrupting it
- Create new capabilities needed in the L&D function
- Drive digital fluency across the organisation
- Embrace context and move to a "one-size-fits-one" model
- Turn off the content fire hose



**Brandon Carson**  
Global Head of Learning, Leadership, and Cultural Experiences  
**Starbucks**

11:15 - 12:25

T4S4 - Learning impact

Conference Theatre 4

Today, more than ever, L&D practitioners need to demonstrate their importance to the organisation. A tighter economy and technology change demand it. It is crucial to show the value of learning to a range of stakeholders, including leaders, managers and learners. This means showing a direct link to tackling business issues and supporting success. It's not impossible, but it does mean moving beyond traditional, activity-based measures of success.



Chair: **Anthony Williams**  
Director

Showing the value of L&D - moving  
from the transactional to strategic  
alignment

Demonstrating the value of learning is vital in proving the tangible impact of L&D to organisations. But how do you do it? Not by delivering courses to order, and not by assuming that training is the answer to every performance issue. The session will examine strategies and tactics for getting to roots of performance issues and business goals and aligning learning activities with them.

We'll look at the vital combination of data and people. With one you can correlate learning activities with business success. With the other, you will need to ask the right questions, listen to feedback, and keep open a two-way street of communication around your activities.

- Finding the performance issues you need to solve
- How to identify and communicate your business impact
- How data is crucial to showing value
- Practical techniques for continuous evaluation
- People: the toughest part of showing value



**Alice Thompson**  
Learning Partner  
**Marks and Spencer**



**Fran Butler**  
Director, Global Learning Effectiveness  
**IHG Hotels & Resorts**



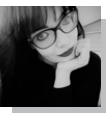
**Tayn Pavelic**  
Vice President, Global Leadership and Corporate Learning  
**IHG Hotels & Resorts**

11:15 - 12:25

T5S4 - The learning profession

Conference Theatre 5

Work can be a whirlwind. You're constantly moving from one thing to the next. And that's particularly true in L&D, where there never seems to be a chance to stop, breathe and reflect on what's happening, and plan your next steps. This session gives you that chance – and a particular approach (connect, reflect, build) that you can use today, and carry with into your work to allow you, and others, to build intention into your work and career.




Chair: **Hannah Gore**  
Head of People (EMEA & US)

Connect, reflect, build: preparing for  
your new future in L&D

The way we learn at work has changed fundamentally, and so has the role of L&D. Once it was enough to produce courses. No longer. The old model has changed. We have moved from producers of content to enablers of productivity – or at least that's what we can and should be doing. But plenty of forces hold L&D back – from how others misunderstand us to the view we have of our own role.

Join Fiona McBride as she explores a new way of reflecting on L&D. Together, you'll use her Connect-Reflect-Build approach to explore the context of your work and take a moment to consider where you are – and where you need to be.

- Connect – with the people, knowledge and technology you need
- Reflect – individually and collectively on where we are, and need to be
- Build – your understanding of what's possible, your capability for the future, and a network to support you on the way



**Fiona McBride**  
Learning Consultant and Facilitator  
**Fiona McBride Consulting Ltd**


12:25 - 13:55

Lunch and visit the exhibition

12:40 - 13:20

L2S1 - L&D and Sustainability

Conference Theatre 4



**Rob Hubbard**  
Author and Consultant



Themes

- AI, data and analytics
- Programme implementation
- Professional development
- Skills, talent and learning
- Tools and technologies
- Future L&D
- Learning experience design

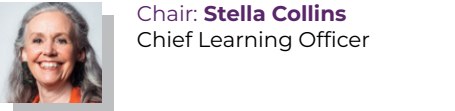


13:55 - 15:05

T1S5 - AR and VR

Conference Theatre 1

They're no longer the stuff of technological dreaming. Augmented Reality (AR) and Virtual Reality (VR) are here today in learning and development and being put to good use. In this session, we explore the strengths of each and the practicalities behind implementing them to support learning for a range of applications. Oh, and guess what? It's never just about the technology. Good communication is an essential part of any implementation.



Virtual, augment and extended - the new realities being put to practical use for learning

The journey from novelty to practical tool didn't take long, and in this session, we explore the very practical uses of Augmented Reality (AR) and Virtual Reality (VR) in workplace training in a range of different contexts. We'll examine VR's capability to simulate authentic scenarios, enhancing both learner engagement and practical skills. We'll also look at where AR has the edge, leveraging computer interactions overlaid on the real world.

And as well as the technical side of things, we'll consider effectively deploying these technologies – how do people react? How can you ensure a positive first reaction to something that most people haven't used before, and may well be wary of?

- The impact of VR and AR in training methods
- When each reality is best used
- Overcoming training challenges innovatively
- Simulating real-life scenarios for effective learning
- The crucial importance of culture and communication



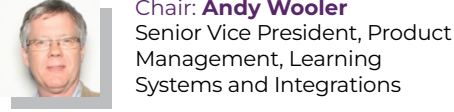
**Sodi Kakouris**  
Digital Learning Manager  
ScotRail

13:55 - 15:05

T2S5 - Systems implementation

Conference Theatre 2

Every learning systems implementation stands or falls on the reactions of the people it affects. That reaction will be influenced by many factors, but the most important long-term influences are whether the system helps people do their jobs better, and whether it is trusted. Join this session to learn how to build for the business and establish trust in L&D along the way.



High impact delivery: designed for the business, built on trust

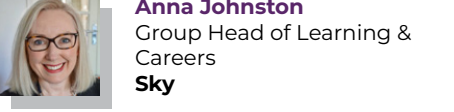
Without learning systems, L&D is little more than a cottage industry, but implementing them well takes a lot more than buying the technology and switching it on. In this session we explore how setting systems up right (and integrating them, and maintaining them, too) is essential to allow L&D to do its job well. And implementation is not a neutral outcome, either. Done badly it adds to L&D's considerable administrative overheads.

We'll look at the practical steps for successful system implementation, touching on understanding typical use cases to developing blueprints for personalised learning as well as partnering with business units to understand their requirements. Discover how tailored approaches like leadership labs, cohort-based learning, and social learning is integrated effectively into organisations' L&D systems.

- Practical steps for effective system implementation
- Making your case for technology
- Building relationships and maintaining trust
- Scaling your L&D function using technology
- Integrating social learning effectively



**Carla Quiring**  
Global Head of T&D Operations and Technology Solutions  
AstraZeneca



**Elise Lockyer**  
Chief People Officer  
Sonovate

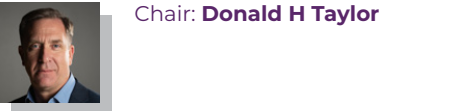
**Anna Johnston**  
Group Head of Learning & Careers  
Sky

13:55 - 15:05

T3S5 - Learning leadership

Conference Theatre 3

Strategic learning leadership today means taking a radically new approach to what was once the Training Department. With skills now a crucial part of the corporate agenda, L&D now needs a new operational model and new outputs. The L&D of the future will be focused more on data and integration with the business, and will be less concerned with creating content and more with sharing knowledge. It's a different future.



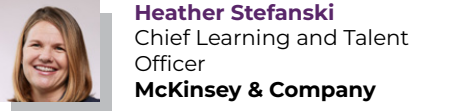
Evolving L&D: Redesigning your L&D operational model

If you're running an L&D department, you'll know that things are different today. The buzz is all around AI and skills, while the business still wants its compliance training delivered and courses created to meet performance needs (often without checking if a course is the right answer).

It's time for a new way of running L&D – a new operating model.

In this session, two experienced Chief Learning Officers will discuss how they are challenging the orthodoxy of training delivery. What does it take to do things in a new way? What is different in this new operating model and what do we stop doing? Is the business open to the idea of change, and are all L&D practitioners ready for a new way of doing things?

- What it takes to lead change in L&D
- Is everyone in L&D ready for change?
- The new roles needed in the department
- Building links with the rest of the business
- Moving beyond ROI to business impact



**Heather Stefanski**  
Chief Learning and Talent Officer  
McKinsey & Company



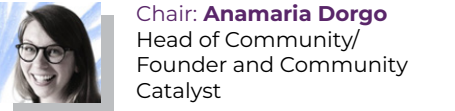
**Chara Balasubramaniam**  
Vice President for Future Skills & Learning  
bp

13:55 - 15:05

T4S5 - Collaborative learning

Conference Theatre 4

In this session, we look at how people relate to each other in an organisation, at how those relationships can be mapped, and at the many uses L&D can make of such an organisational map. It can help with reducing organisational silos, with reducing resistance to technology roll outs, and to improving team work. Organisational network analysis has been overlooked for too long as a powerful tool for L&D, and it's time for that to change.



Learning beyond the course - supporting people's natural, collaborative learning

How can you ensure people share with each other in a positive way that enables learning? Join us for a session where we explore structured ways of encouraging positive sharing of information and content that helps build knowledge and improve performance.

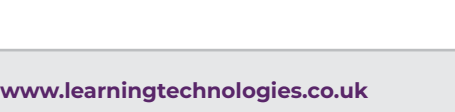
These structured environments enable effective knowledge sharing where employees learn from each other and apply this learning to their work. At the same time, they build stronger community bonds. This approach amplifies the impact of other learning resources and fosters a culture of continuous learning within the organisation.

We'll explore two ways in which this sort of collaborative learning has worked and explore ways you can put it to work in your organisation.

- Building structured learning communities in the workplace
- The importance of dedicated time and management support
- Working between collaborative meetings
- Facilitating strategic learning with a knowledgeable host
- Fostering continuous learning and community bonds



**Kinga Petrovai**  
Learning Consultant & Podcaster  
The Art & Science of Learning



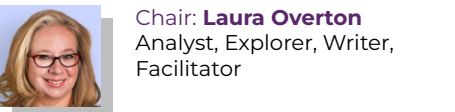
**Lynn Rodgers**  
Performance & Colleague Development Manager  
Virgin Money

13:55 - 15:05

T5S5 - Data and analytics

Conference Theatre 5

Understanding data and analytics is now a crucial skill for the modern L&D professional. For those seeking to integrate data-supported insights into their learning initiatives it will examine overcoming biases in data interpretation, utilising effective assessment tools, and showing the real-world impact of learning on behaviour.

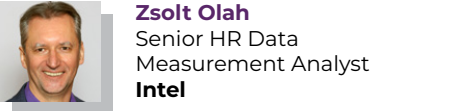


Data literacy - the essential skill for L&D today

The value of L&D is not about great learning experiences at work. It is about enabling the workforce to do their job well. How do we know we're delivering that value? Through data, of course! That's what speaker Zsolt Olah used to believe. Not anymore. It turns out data is not enough. Data is like a language. You can talk a lot and still say nothing relevant. To stay relevant, even with AI, we need the fundamentals of speaking the language of impact. We need data literacy.

Talking points/takeaways:

- Mindshift: thinking of data as the language of impact
- Making data work for you using the 4C's (curiosity, creativity, critical thinking, and culture)
- Interaction: improving your learning dashboard
- Reflection: avoiding five common mistakes in learning analytics
- Application: building a hands-on "gameboard" approach for learning data literacy for you team



**Zsolt Olah**  
Senior HR Data Measurement Analyst  
Intel

15:05 - 15:50

Coffee and networking



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Themes

- AI, data and analytics
- Programme implementation
- Professional development
- Skills, talent and learning
- Tools and technologies
- Future L&D
- Learning experience design




15:50 - 17:00

T1S6 - Learning culture

Conference Theatre 1

A learning culture is difficult to define, but when you've got it, you know it. This session is all about obtaining that elusive goal where learning is part of an organisation's daily life. The key, of course, is the people, and ensuring they feel fine not just about learning formally, but about learning from each other.



Chair: **Virginie Chassériaux**  
Director - Virtual Programs Manager

Working together to create a learning and performance culture

When learning is expected and accepted as part of the daily life of the organisation, you know you have a learning culture. What does it take to get there? In this session we'll examine how exactly to develop that sense of learning as an integral part of daily life.

The learning might involve formal training, it might be centred on human interaction, it might involve a retrospective view of a project. In all cases the individual, team and manager must be ready to learn, and feel safe doing so. We'll examine how to inculcate that sense of psychological safety. We will also explore how technology – used well – can support a learning and performance culture.

- The role of managers in fostering a learning culture
- Why feedback – done correctly – is crucial
- The surprising power of technology in maintaining the culture
- The importance of senior leadership
- Getting your L&D team on board
- Using data and insights to inspire action



**Mandy Jane Rutherford**  
L&D Manager  
**Wave**



**Gemma Paterson**  
Head of Culture Innovation  
**Lloyds Banking Group**

15:50 - 17:00

T2S6 - Enterprise learning

Conference Theatre 2

Looking to navigate the complexities of large-scale learning technology implementation? Here we address how challenges multiply when you're working across differing cultural and business landscapes as well as sprawling IT infrastructures. The start at localization and go well beyond it. Join us for tips on making your multi-national implementation fly.




Chair: **Derek Bruce**  
CEO & Founder

Running successful multi-national learning technology implementations

Managing multi-national learning technology implementation is more complex than it might seem at first view. Delivering to two countries is more than twice as complex than delivering to a single country because of the factors involved: multiple languages, cultures, practices, data sets, systems..., each needing to be tackled and then maintained. Deployments can become vastly times more complex with each additional country.

Join us to learn about the challenges of language diversity and the need for customised training approaches to suit different business models and regional needs. How do you balance the need for different content sources with the need for consistent quality? Is there a single best approach, or does the choice of a centralised, de-centralised or federated model depend on circumstances? Join us to discuss all of this and more.

- Localization and translation: creating and maintaining content
- Ensuring consistent training quality globally
- Creating a single source of reliable data from different systems
- Comparing centralised and federated delivery
- Ensuring support for deskless workers



**Steve Renz**  
Global Director of Learning and Development  
**BNI**




**Ryan Steer**  
Group Director Digital People Solutions  
**Bupa**

15:50 - 17:00

T3S6 - Change management

Conference Theatre 3

Today's speed of change demands excellent change management. This is particularly true for L&D. Our role has moved beyond providing content to understanding the business context, providing solutions to performance problems, and taking people on a journey that requires them to change their behaviours - sometimes fundamentally. It's a big challenge.



Chair: **Brendan Rice**  
Learning Innovation Senior Manager

Understanding change management's role in successful learning initiatives

As L&D moves from being a transactional provider of training to a strategic partner, change management becomes even more important. There's a general understanding of this in L&D, but too little clarity of both the general principles of change management and too few case studies of how to apply them in practice. This session aims to fix that.

We'll look at the importance of clear goals and communications, and of identifying and overcoming resistance. We'll also explore the best ways to ensure buy-in and effective adoption across the organisation, wherever possible fostering a supportive learning environment and empowering employees to be champions of change.

- Effective communication in L&D change management
- The sources of resistance to L&D and working with it
- Empowering employees as change champions
- Project management – L&D's crucial, under-rated skill
- Key principles of change management, applied



**Saskia van den Berg-Tromp**  
Change Manager  
**Philips**



**Paul Ferguson**  
Organisational Development Manager  
**West College Scotland**




**Nicki Finnigan**  
Director of Learning and Development  
**St. James's Place Wealth Management**

15:50 - 17:00

T4S6 - Professional development

Conference Theatre 4

AI is about a lot more than ChatGPT, and using it well requires real AI literacy, not just superficial prompting skills. This session is key for those looking to deepen their understanding of AI's role in L&D, covering data fluency, critical thinking for AI outputs, and ethical considerations. This session aims to empower attendees to use AI responsibly and effectively in workplace learning.



Chair: **Sheena D Whyatt**  
Super Coach for Your Business

AI literacy for L&D - moving beyond prompt engineering to solid understanding

Artificial Intelligence is no longer just a hyped hot topic. It's a revolutionary force changing the way industries function. For learning professionals, understanding AI is a necessity. But what does it mean to be AI literate in the context of L&D? Why is this literacy crucial for the future? What areas do we need to focus on? One thing you can be sure of: begin adept with AI in the future is about a lot more than knowing how to use ChatGPT.

Stella Lee has been consulting in the learning technology space and developing digital literacies for over 20 years. Join her as she:

- Defines what it means to be AI-literate, not just AI-savvy
- Reveals why AI literacy is now an indispensable skill for L&D practitioners
- Introduces the comprehensive framework developed specifically for L&D
- Explores the seven key dimensions of AI literacy and associated competencies
- Discusses relevant use cases and applications



**Stella Lee**  
Director  
**Paradox Learning**

15:50 - 17:00

T5S6 - EdTech funding

Conference Theatre 5

A new addition to Learning Technologies this year is an attempt to understand which innovators in the field of educational technology are getting funded, and why, and what this says about the health of EdTech in Europe and the US, and likely future trends.

Who's getting funded, and why? The state of learning technology start-up funding today

Have you ever wondered about the forces shaping the future of learning technologies? This session delves into the dynamic world of venture capital in the EdTech sector, exploring the key trends and investment patterns. We'll begin by examining the macro trends influencing the industry, setting the stage for a deeper understanding of the evolving landscape.

You'll gain insights into the US and EU research on EdTech investments, understanding where and why investment is heading. Discover the crucial balance between innovation and risk, exploring the high failure rates and the confidence levels in new ventures.

- EdTech macro trends
- Investor strategies in learning tech
- US & EU investment insights
- Balancing innovation and risk
- Forecasting edtech's next leap



**Nic Newman**  
Partner  
**Emerge Education**



**Helen Gironi**  
Director of Ventures  
**Ufi Ventures**

17:00 - 18:00

Drinks and networking



Book online at  
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or email  
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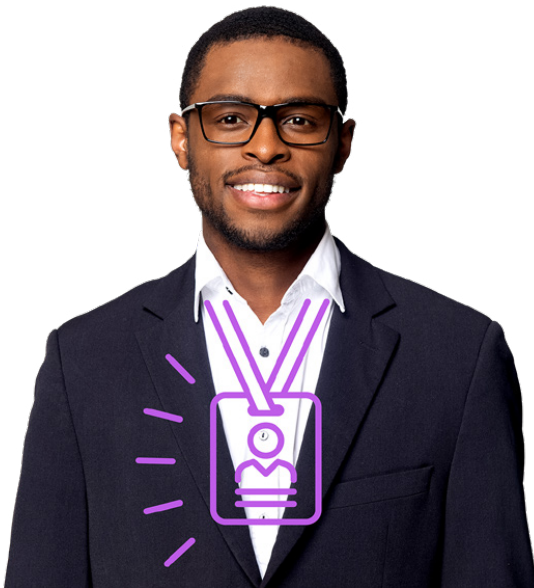
Themes

- AI, data and analytics
- Programme implementation
- Professional development
- Skills, talent and learning
- Tools and technologies
- Future L&D
- Learning experience design

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# Conference themes



## Skills, talent and learning

These sessions look at understanding the skills of your organisation to align talent and learning with business goals, putting L&D at the heart of the business.



## AI, data and analytics

Showing impact is more important than ever for L&D, but it can't be done with activity metrics. On this track, we'll look at how to understand, interpret and report on data to work as part of the business.



## Professional development

What are the key skills and attitudes to be successful today? How can you accelerate your career? And how can you stay curious during these demanding times?



## Tools and technologies

Whether it's understanding how to create a learning eco system for a global enterprise or assessing which tools are useful, and which just hype, we've got you covered here.



## Future L&D

In the middle of change, how do you set your learning strategy? How should L&D departments run? This is all about helping you set your long-term strategy.



## Learning experience design

Design in learning has come a long way, from focusing on content to putting the learner experience first and optimising it for personal and organisational impact. Find out how in these sessions.



## Programme implementation

Learn from case studies and hard-won advice from people who have been there and done it. These sessions will help you avoid common pitfalls and steer your way to success.

## Payment and cancellations

Payment can be made by credit card or on receipt of an invoice. Full payment is required before the conference.

We regret that we cannot accept any cancellations after 29 March 2024, but a substitute delegate can be nominated by emailing [info@learningtechnologies.co.uk](mailto:info@learningtechnologies.co.uk) or call +44 (0) 20 8092 6791

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Exhibitor	Stand
360Learning	D25
5Mins	M30
7taps Microlearning	B30
Absorb Software	H25
Accipio	N70-A
AG5 B.V.	A18
ALTKOM AKADEMIA	E75
Amphigean	J58
ARCHIPEL	G70
ARCHIPEL VisitorPlus Lounge	H70
Area9 Lyceum	D70
Arlo Software	D35
Articulate	G20
ARuVR	E20
Assemble You	J01
Assima	K01
Axonify	B35
BABEL FOR BUSINESS	J50
BentoBot	K42
BIG Language Solutions	A12
Blossom	D50
Bridge	F20
Bridge	F20
BrightCarbon	N30
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CaptionHub	E54
Carla's Captivating Content	C02
Chambury Learning Solutions	A40
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Civica	C10
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Coaching Culture	L10
Cognito Learning	A15
Colossyan	B40
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COURSERA	K45
D2L	D10
datango - a division of PARIS AG	E76
DEGREED	J05
Dirtyword - The E-Learning Magazine	LP09
Docebo	F10
Dynamic Language	A10
Easygenerator	G30
Eduexpert	J30
eLaHub	LP24
Elai.io	D75
ELB Learning	F50
Elephants Don't Forget	L65
Enabley	D15
Engageli	G55
EXACT LEARNING SOLUTIONS	J66
Ezra	D45
FIFTY	LP17
Filtered	L05
Finance Unlocked	E40
First Media	F65

Exhibitor	Stand
FlowSparks	B08
Frog LMS	D40
Fuse	K30
Genially	N70-C
getAbstract	H50
Global Lingo	H01
GLOWBL	E60
GoI	H60
GoodHabitZ	C05
GOPAS	M01
GP Strategies	F20
Graide	LP18
Guider	J35
GuyKat	B08
Hive Learning	L25
Hour One	B28
HowNow	M20
Huler	D20
iAM Learning	D65
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Instinct Digital Learning	D01
iSpring Solutions	H65
Jam Pan	G10
Kahoot!	N40
Kineo	G35
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Learning Pool	K05
Learnlight	C20
LearnUpon	K40
LEMON LEARNING	E55
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MaivenPoint	J60
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Mint	K58
Moodle	N70
Near-Life	N70-B
Netex Learning	L20
Nucleus Learning	C01
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OpenSesame	E50
PageTiger	A60
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Powerup School	N45
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Preply Business	C60
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Exhibitor	Stand
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RAPIDMOOC	M55
Readspeaker	N70-D
Realizeit	E25
Reelyze	G40
RiseUp	E10
Rusitici	F20
RWS	L30
Saffron Interactive	E30
SaVRee	LP10
Schoox	B20
Shiken AI	J03
Simpleshow	E65
Skilable	L35
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Smartcat AI	G68
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Stratbeans Learning Solutions	F35
Studytube BV	D30
Sustainability Unlocked	E40
SYNTHESIA	C30
Talaera	A22
TechSmith	A38
Tesseract Learning Pvt Ltd	M10
TestReach	E01
The Access Group	A65
The Virtual Labs	D55
Think Learning	J10
THINQI	L40
Thirst	K22
Thought Industries	H55
Thrive	H20
Titus Learning	M70
Totara	A62
Training Orchestra	E15
Transperfect	G01
UDEMY	K10
United Language Group	J02
Upside Learning Solutions	M15
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Veed.io	A30
Video Arts	N22
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**Venue**  
ExCeL Conference Centre, London



**Conference opening times**  
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08:00–17:00 daily



**Exhibition opening times**  
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09:00–17:00 daily

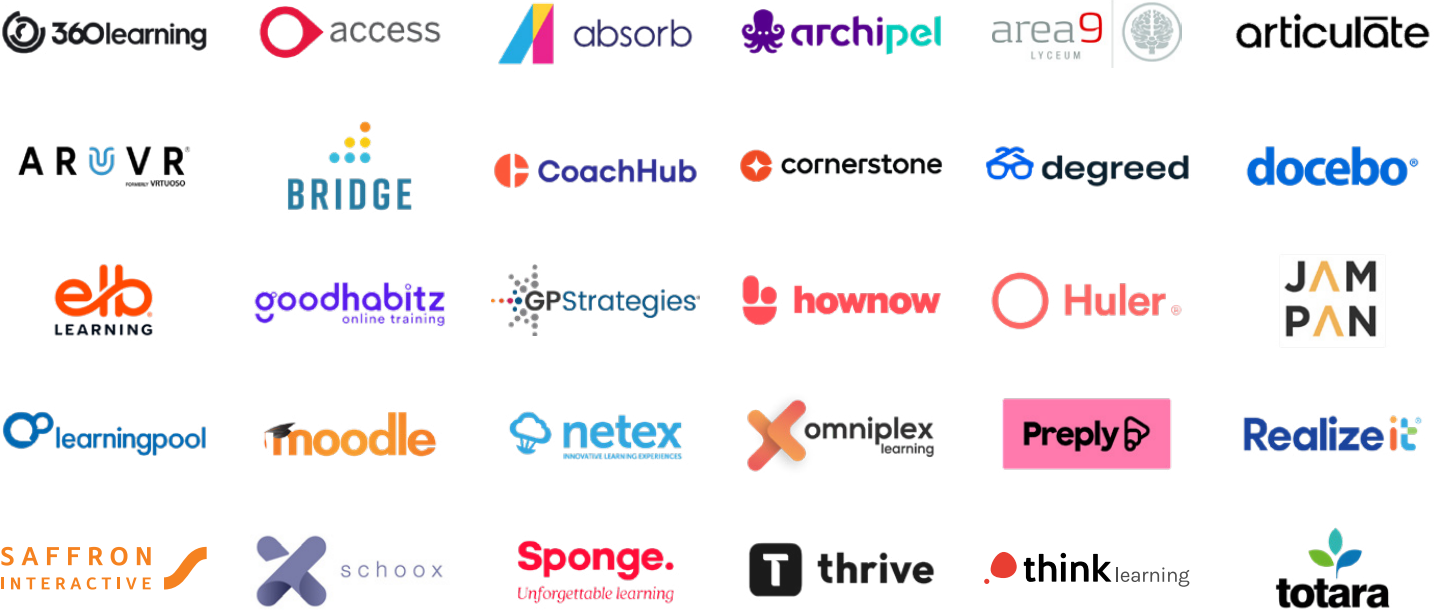
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