learning technologies

ExCeL London UK
23-24 April 2025

Learning and thriving in a time of change
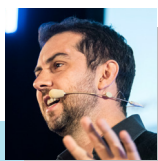
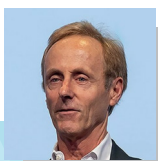## Conference programme

Organised by:

CloserStill

Over 80 of the learning industry's foremost speakers and facilitators
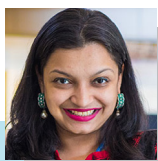
Daniel J Hulme
Chief AI Officer
WPP

Josh Bersin
Principal and Founder
Bersin & Associates

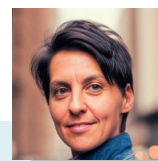**Anandi Shankar**
Global Head of Learning
Unilever

Simon Brown
Global Learning & Development Leader
EY

Sandra Loughlin
Chief Learning Scientist
EPAM Systems

Philippa Hardman
Affiliate Scholar
University of Cambridge

Learning and thriving in a time of change

In 2025, the world and the field of learning and development will reach a pivotal point, shaped by rapid advancements in technology and evolving workforce needs. The Learning Technologies Conference has been at the forefront of exploring trends and equipping professionals with insights for over 25 years.
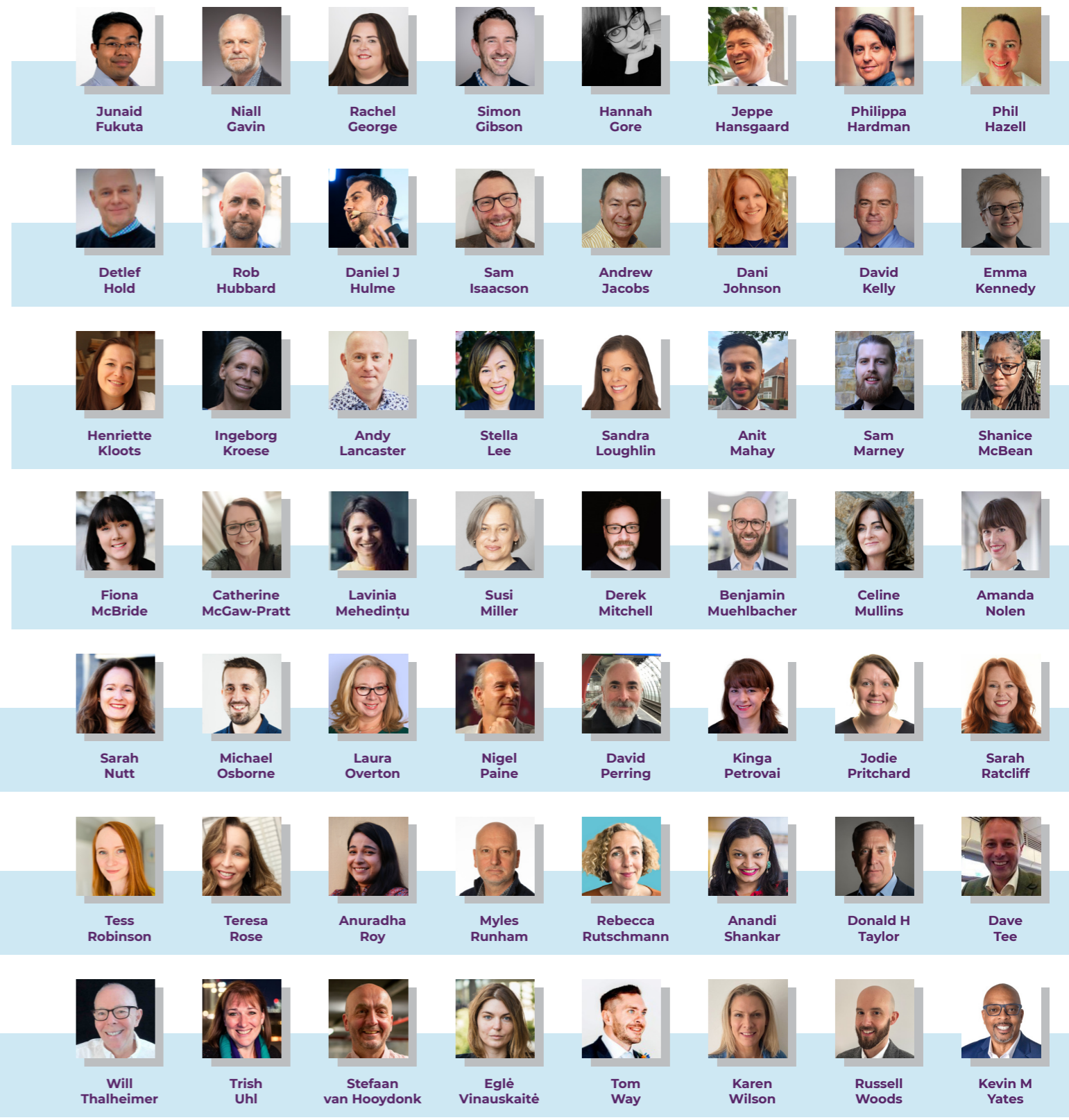
This year, the conference will address key topics such as AI, skills development, personal growth, and data-driven decision-making. It will also provide practical strategies for content creation, building organisational capability, and making compliance training more effective. With over 80 expert speakers and facilitators across 30+ sessions, the programme is designed to inspire innovation and prepare L&D leaders for the future.

But the learning doesn't stop there. The event also offers lunchtime sessions, networking opportunities, and the chance to connect with over 1,000 learning and development professionals, all ready to share their experiences and insights.

With a focus on both emerging technologies and the enduring value of human expertise, the Learning Technologies Conference is not just about preparing for the future. It is about thriving in it.

Donald H Taylor
Chair
Learning Technologies Conference

Speakers and facilitators

Nick Baker	Mike Barry	Tiffany Bayliss	Martin Bean	Josh Bersin	Simon Brown	Derek Bruce	Karen Burke
Josh Cavalier	Virginie Chassériau	Sharon Claffey Kaliouby	Sarah Clayton-Jones	Gary Cookson	Jon Crofts	Sheena D Whyatt	Gaëlle Delmas-Watson
Joseph Devlin	Claire Doody	Anamaria Dorgo	Liz Drury	Julie Drybrough	Josh Ellick	Michael Fally	Hannah Frame

Junaid Fukuta	Niall Gavin	Rachel George	Simon Gibson	Hannah Gore	Jeppe Hansgaard	Philippa Hardman	Phil Hazell
Detlef Hold	Rob Hubbard	Daniel J Hulme	Sam Isaacson	Andrew Jacobs	Dani Johnson	David Kelly	Emma Kennedy
Henriette Kloots	Ingeborg Kroese	Andy Lancaster	Stella Lee	Sandra Loughlin	Anit Mahay	Sam Marney	Shanice McBean
Fiona McBride	Catherine McGaw-Pratt	Lavinia Mehedințu	Susi Miller	Derek Mitchell	Benjamin Muehlbacher	Celine Mullins	Amanda Nolen
Sarah Nutt	Michael Osborne	Laura Overton	Nigel Paine	David Perring	Kinga Petrovai	Jodie Pritchard	Sarah Ratcliff
Tess Robinson	Teresa Rose	Anuradha Roy	Myles Runham	Rebecca Rutschmann	Anandi Shankar	Donald H Taylor	Dave Tee
Will Thalheimer	Trish Uhl	Stefaan van Hooydonk	Eglė Vinauskaitė	Tom Way	Karen Wilson	Russell Woods	Kevin M Yates

Book online at **www.learningtechnologies.co.uk**
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Day 1 Wednesday 23 April 2025

Time				
08:00 - 09:15	Registration			
09:15 - 09:30	**Introduction to the conference** **Donald H Taylor**			
09:30 - 10:30	**Opening address - Learning, technology and change – a new road map for a new era** David Kelly Dani Johnson			
10:30 - 11:15	Coffee and networking			

	T1S1	T3S1	T4S1	T5S1
11:15 - 12:25	**Future L&D**	**Curiosity**	**Change management**	**The learning profession**
	Enabling the super worker: a whole new world of L&D Josh Bersin	Curiosity: the secret ingredient for a winning L&D strategy Stefaan van Hooydonk	Breaking patterns: campaigning to inspire behavioural shifts in a remote global audience Detlef Hold Sarah Nutt	Connect, reflect, build: shapingthe future of your L&D career Fiona McBride

12:25 - 13:55	Lunchtime sessions and visit the exhibition

	L1S2				
12:40 - 13:20	**Women in learning**				
	Sharon Claffey Kaliouby Anuradha Roy Catherine McGaw-Pratt				

	T1S2	T2S2	T3S2	T4S2	T5S2
13:55 - 15:05	**Learning automation**	**Coaching and AI**	**Learning ecosystems**	**Data and analytics**	**Learning accessibility**
	AI agents: the great workplace upheaval - sink, swim, or swarm? Trish Uhl The human-AI task scale: a roadmap for smarter AI workforce integration Josh Cavalier	AI: super charging coaching or destroying it? Dave Tee Rebecca Rutschmann	Overhauling your learning ecosystem to deliver real results Benjamin Muehlbacher Jon Crofts	Using data analytics to drive performance and measure impact Derek Mitchell	The accessibility imperative: transforming learning content in L&D Susi Miller

15:05 - 15:50	Coffee and networking

	T1S3	T2S3	T3S3	T4S3	T5S3
15:50 - 17:00	**Instructional design**	**Talent and skills**	**Learning and the mind**	**Strategic change**	**Social learning**
	AI for learning design: moving beyond automation to augmentation Philippa Hardman	Working with skills across your organisation Sandra Loughlin Anandi Shankar	AI and the brain: understanding resistance and building confidence Joseph Devlin	Creating change in learning: a dialogue on transformation Simon Gibson Karen Wilson	How informal networks drive successful learning Jeppe Hansgaard

17:00 - 18:00	Drinks and networking

Day 2 Thursday 24 April 2025

Time				
08:00 - 09:15	Registration			
09:15 - 09:30	**Introduction to the conference** **Donald H Taylor**			
09:30 - 10:30	**Opening address - The future of work, AI and humanity** Daniel J Hulme			
10:30 - 11:15	Coffee and networking			

	T1S4	T3S4	T4S4	T5S4
11:15 - 12:25	**Artificial intelligence**	**Community learning**	**Learning evaluation**	**Hybrid learning**
	AI realities in L&D: present, future, and how to get there Eglė Vinauskaitė	Building a community of learners from dispersed individuals Tom Way Nick Baker	Investigate performance impact like an L&D detective Kevin M. Yates	Hybrid working isn't working: what L&D should do to fix it Gary Cookson

12:25 - 13:55	Lunchtime sessions and visit the exhibition

	L2S1				
12:40 - 13:20	**Four questions that heads of learning should ask but don't**				
	Nigel Paine				

	T1S5	T2S5	T3S5	T4S5	T5S5
13:55 - 15:05	**The learning landscape**	**Compliance**	**Learning strategy**	**Virtual reality**	**Measuring for inclusion**
	Innovations in learning – What's hot, what going to be hot and what should your team do next? Myles Runham David Perring	Moving from tick-box training to business-focused behavioural change Emma Kennedy Karen Burke Michael Fally Rachel George	Creating and implementing a powerful AI learning strategy Simon Brown	Forget what you thought you knew about VR, it's different now Junaid Fukuta Josh Ellick	Including everyone in your training programmes - using Learner Survey Questions to ensure inclusive learning Will Thalheimer Ingeborg Kroese

15:05 - 15:50	Coffee and networking

	T1S6	T2S6	T3S6	T4S6	T5S6
15:50 - 17:00	**Professional development**	**Learning leadership**	**Peer learning**	**Learning sustainability**	**Making every resource count**
	AI literacy for L&D - moving beyond prompt engineering to solid understanding Stella Lee	Leadership in turbulent times for L&D Martin Bean	The peer learning revolution: unlocking the power of social learning Hannah Frame Sam Marney	Shaping a sustainable future Tess Robinson Phil Hazell Mike Barry	Rethinking more for less - practical lessons from creative non-profits Jodie Pritchard Shanice McBean Russell Woods Andy Lancaster

17:00 - 18:00	Drinks and networking

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

Learning, technology and change – a new road map for a new era

📍 Conference Theatre 1

In the marketplace of L&D offerings there is now an explosion of novelty. Not all these offerings will succeed, many will not live up to the hype of their creators. And some – a few – are the first part of a wave that is going to change not only how L&D works, but our entire role.

So this year's Learning Technologies Conference starts with a good hard look at what is happening in our field – the new ideas, the new offerings, and the implications for all of us. It's about a lot more than AI. It's about data, skills, coaching, talent mobility and more and – crucially – how we deal with this tsunami of change. Do we let it crash over us? Or do we get ahead of it, using it to empower L&D to become the strategic business partner we have always sought to be?

David Kelly
Chairman
Learning Guild

Dani Johnson
Cofounder & Principal Analyst
RedThread Research

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 - Future L&D ● ● ●

📍 Conference Theatre 1

As AI reshapes the workplace, L&D must evolve to empower the next generation of "Superworkers." This session introduces an operating model for learning that moves beyond traditional approaches, aligning with the pace of change. Discover why legacy methods fall short, how AI can revolutionise development, and what it takes to build an adaptive, forward-thinking L&D strategy. Gain actionable insights to future-proof your role and organisation's learning ecosystem.

Chair: Laura Overton
Analyst, Explorer, Writer, Facilitator

Enabling the super worker: a whole new world of L&D

In this research-based presentation, Josh Bersin, global industry analyst, will discuss a radical new operating model for corporate learning, one which empowers and dramatically changes how L&D works. Driven by AI, this new world sets the stage for a dramatic change in the way we train, support, and develop our "Superworkers." Topic areas:

- The legacy role of L&D and how it has been left behind
- Why skills-based learning was a distraction, but important
- The dramatic opportunity for AI-driven learning
- How the new model of L&D will emerge
- What you can do to reinvent your L&D function, your role, and your organization's learning strategy.

Josh Bersin
Principal and founder
Bersin & Associates

11:15 - 12:25
T3S1 - Curiosity ● ● ●

📍 Conference Theatre 3

Curiosity is the catalyst for learning, creativity, and innovation, yet it's often overlooked in structured L&D strategies. This session explores how curiosity fuels growth in volatile times and its transformative potential for individuals and organisations. Drawing on science, workplace data, and emerging good practices, this session will demonstrate how to embrace curiosity as a core principle to empower teams and navigate the challenges of AI and a rapidly changing world.
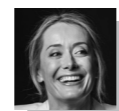
Chair: Sarah Clayton-Jones
Founder & CEO

Curiosity: the secret ingredient for a winning L&D strategy

What do curiosity, learning and AI have to do with each other?

Learning and curiosity go hand-in-hand, yet how much are the learning and development practices in our organisations driven by top-down compliance versus bottom-up exploration? In this session we will learn from emerging good practices and reflect on what L&D can do to embrace curiosity in order to better serve the people in their care.

The implications of the changing industrial and digital landscape, and consequently the way people grow and learn, are vast for L&D. L&D leaders and their teams have the opportunity to step up and embrace this concept and reinvent themselves. They can also embark on a journey to mobilize their leaders and employees to improve at curiosity with novel learning solutions.

In this interactive session, we explore what we know about curiosity, what the data shows us, why it is important for the workplace, what the barriers are, and what L&D can do to strengthen and flex their curiosity muscles.

- What science teaches us about curiosity, memory and learning
- The enablers of, and barriers to, curiosity in our workplaces
- What the world's largest workplace curiosity database tell us about curiosity
- The role of L&D function in orchestrating curiosity at work
- Strategies and hacks to grow (even) better at curiosity

Stefaan van Hooydonk
Founder
Global Curiosity Institute

11:15 - 12:25
T4S1 - Change management ● ● ●

📍 Conference Theatre 4

As James Clear says in Atomic Habits, "The quality of our lives often depends on the quality of our habits. With the same habits, you'll end up with the same results. But with better habits, anything is possible." This session is all about how L&D can work on creating the right habits, inspiring behavioural shifts in a workforce distributed across continents, and it explores how you can do the same.
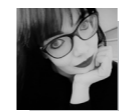
Chair: Hannah Gore
Head of People (EMEA & US)

Breaking patterns: campaigning to inspire behavioural shifts in a remote global audience

How do you inspire behavioural change in a dispersed, global workforce? This session explores an innovative campaign that encouraged employees across continents to re-examine habits, mindsets, and behaviours that impact their wellbeing and performance. Using strategies designed to integrate change into the flow of work, the initiative supported small, meaningful shifts at both individual and collective levels, fostering engagement across remote and hybrid teams.

In this interactive session, you will gain insights into the campaign's design, implementation and impact. Learn how to identify pain points, remove barriers, and scale behavioural initiatives for diverse audiences. Explore how this approach can serve as a blueprint for modern learning design, equipping your workforce to adapt and thrive.

- Engaging global audiences in behavioural change campaigns
- Encouraging small, sustainable shifts in mindset and behaviour
- Designing initiatives that integrate into the flow of work
- Removing barriers to participation and engagement
- Scaling behavioural change strategies for hybrid teams

Detlef Hold
Head People & Organizational Capabilities
Roche

Sarah Nutt
People & Organisational Capabilities Specialist
Ex-Roche

11:15 - 12:25
T5S1 - The learning profession ● ● ●

📍 Conference Theatre 5

Work can feel like a whirlwind. You're constantly moving from one task to the next, and in L&D, there's rarely time to pause, reflect, and plan your next steps. This session offers a rare opportunity to step back, take stock, and build a path forward using the Connect-Reflect-Build approach. Designed to help you bring greater intention to your work and career, this approach provides practical tools you can apply immediately – and carry with you into the evolving world of L&D.

Chair: Julie Drybrough
Director

Connect, reflect, build: shaping the future of your L&D career

The way we learn at work has fundamentally changed, and so has the role of L&D. Once, producing courses was enough. Now, we must move beyond content creation to become enablers of productivity and performance. Yet challenges abound – from misconceptions about L&D to our own views of what's possible in our roles.

In this session, Fiona McBride will guide you through a meaningful way of thinking about and reflecting on your role in L&D. Using her Connect-Reflect-Build approach, you'll explore the context of your work, take a moment to consider where you are today, and map out where you need to go next.

- Connect – Build connections with the people, knowledge, and technology that can empower your work.
- Reflect – Take time, individually and collectively, to consider where you stand today and where you need to go.
- Build – Strengthen your understanding of what's possible, develop new thinking for the future, and grow a network to support you on your journey.

Whether you're just starting out in L&D or looking to recalibrate your career, this session provides a practical, reflective, and focused approach for growth.

Fiona McBride
Learning Consultant and Facilitator
Fiona McBride Consulting Ltd

12:25 - 13:55
Lunch and visit the exhibition

12:40 - 13:20
L1S1 - Women in learning ● ●

📍 Conference Theatre 5

Chair: Sharon Claffey Kaliouby
Co-Founder
#WomeninLearning

State of the Industry 2025: Benchmarking, Being Bold, Building Bridges, Breaking Barriers & BEYOND!

Join us for a dynamic and inspiring session focused on the transformative impact of women in business & women in learning technologies. In 2025, the landscape of learning technologies continues to evolve, and women are at the forefront, driving innovation, inclusivity, and excellence. This session will explore the current state of the industry, celebrate achievements, and chart a course for the future.

Key Themes:

Benchmarking: It's time to analyze key metrics and benchmarks that highlight the progress and achievements of women in business, women in technology & women in learning technologies! Discover best practices and strategies that will lead to exceptional outcomes.

Being Bold: Embrace the power of bold leadership and decision-making. Learn from trailblazing women who have taken risks, challenged the status quo, and driven meaningful change in their organizations.

Building Bridges: Explore the importance of building connections and fostering collaboration. Hear from women who have successfully bridged gaps across teams, departments, and even industries to create a more cohesive and inclusive learning environment.

Breaking Barriers: Celebrate the stories of women who have shattered glass ceilings and overcome obstacles. Gain insights into the challenges and strategies employed to break barriers and pave the way for future generations.

BEYOND!: Look to the future and envision what's next for women in learning. Discuss emerging trends, technologies, and opportunities that will shape the industry in the coming years. Be inspired to push boundaries and continue driving progress.
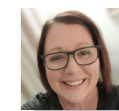
Catherine McGaw-Pratt
Global Head of Learning and Development
Infosys Consulting

Anuradha Roy
Learning Designer
British Transport Police

13:55 - 15:05

### T1S2 - Learning automation ● ● ●

📍 Conference Theatre 1

AI agents are an unavoidable term at the moment – everyone's talking about them, and they seem to represent the next stage of AI use by individuals. This isn't a Large Language Model that requires careful prompting. An AI agent undertakes tasks independently of detailed human management. Clusters of them can act in collaboration, working together to tackle complex tasks. But we are only at the very beginning of their use. Are they another example of tech hype, or will they truly transform work, and by extension, L&D itself?

Chair: **Celine Mullins**
CEO

AI agents: the great workplace upheaval - sink, swim, or swarm?

In this session, you'll be challenged to radically rethink L&D's role in this new reality. You'll discover how to navigate a world where AI agents are becoming active workforce participants. This session isn't about adapting old models—it's about architecting entirely new approaches for a workplace where human and digital workers collaborate as peers, and where agent swarms are creating unprecedented possibilities for organizational transformation.
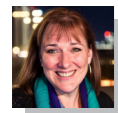
Trish Uhl
Product Manager, Generative AI Enterprise Solutions
Owl's Ledge LLC

The human-AI task scale: a roadmap for smarter AI workforce integration

As AI-driven workflows continue to transform industries, Learning & Development leaders face a critical challenge: How do we integrate AI effectively while maintaining human expertise? This session introduces the Human-AI Task Scale, a strategic framework that categorizes AI adoption across seven tiers—from human-driven workflows to fully autonomous AI.

Through real-world examples, practical insights, and case studies, we'll explore the pros and cons of each AI tier, helping organizations navigate the sweet spot for human-AI collaboration. Learn how Human Capital Management (HCM) systems play a vital role in ensuring successful AI integration, from upskilling employees to governance and ethical oversight.

Josh Cavalier
Founder
JoshCavalier.ai

13:55 - 15:05

T2S2 - Coaching and AI ● ● ●

📍 Conference Theatre 2

Artificial intelligence has the potential to transform coaching, offering it at a scale previously unimaginable. However, this raises crucial questions about the balance between technological efficiency and human connection. With the rapid advance of AI, L&D professionals must consider the ethical implications, including data security and the boundaries of human-technology relationships.
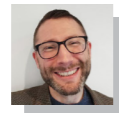
Chair: **Sam Isaacson**
Coaching thought leader

AI: super charging coaching or destroying it?

Can AI revolutionise coaching while preserving its human essence? Technology offers the promise of personalised support and challenge at scale, but questions about ethics, data ownership, and the risks of forming parasocial relationships with technology remain critical. This session examines how organisations can balance the advantages of AI-driven coaching with the essential elements of trust, empathy, and human oversight.

Explore the latest research, emergent good practices, and real-world successes in integrating AI with traditional coaching methods. Gain insights into setting guardrails, ensuring data security, and maintaining the human connection. Technology-supported coaching is a new, fast-moving world, with potentially huge benefits – if we can get it right.

- Addressing ethical concerns and risks in AI coaching
- Techniques to integrate technology while retaining human oversight
- Strategies for managing data ownership and privacy
- How AI can help solve Bloom's two sigma problem
- Balancing specialisation and generalisation in coaching practices
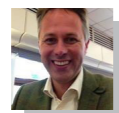
Dave Tee
Visiting Fellow
University of South Wales

Rebecca Rutschmann
Co-Founder & AI Coaching Innovator
Viva la Coaching Academy

13:55 - 15:05

T3S2 - Learning ecosystems ● ● ●

📍 Conference Theatre 3

Discover how organisations have streamlined complex systems, integrated powerful data tools, and driven adoption across diverse teams. Learn practical techniques for planning, stakeholder alignment, and phased rollouts that minimise disruption while maximising impact. Above all, this session is about that most difficult thing – changing a system while you're still using it. Come discover the lessons from people who have been there and done it.

Chair: **Sarah Ratcliff**
Learning Ambassador

**Overhauling your learning ecosystem to deliver real results**

Every organisation has a learning ecosystem. It might include a tightly integrated tech stack resting on a powerful learning management system (LMS) or include a collection of loosely cobbled-together tools. Either way, the technology is just one part of the ecosystem. The rest revolves around less tangible things such as people, content and culture.

In this session we explore the details behind getting your ecosystem to deliver the results you need. How do you plan technology implementations properly? How do you identify where the foundations are unsafe? How do you find the areas on top of the foundations that need fixing – whether that's the quality of content, the attitude of learners or people being able to find what they need easily?

- Join us as we unpack the elements behind all this: strong project management, robust planning, and a keen understanding of user needs.
- Streamlining multiple systems into one cohesive platform
- Planning phased rollouts to ensure adoption and efficiency
- Integrating data tools to support decision-making and reporting
- Creating mobile-first, accessible learning experiences
- Addressing barriers to technology adoption

Benjamin Muehlbacher
Senior Product Manager Education Platform
Dentsply Sirona
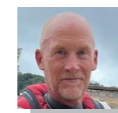
Jon Crofts
Assistant Director Delivery Services
Metropolitan Police Service

13:55 - 15:05

T4S2 - Data and analytics ● ● ●

📍 Conference Theatre 4

Data analytics can be very powerful. The best part? You often don't need to create new data sources. Using the data available in your workplace, you can identify skills gaps and measure training's impact. This session explores how to use analytics to uncover where learning can enhance individual and organisational performance, and how to demonstrate that it was (or was not) successful.

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

Using data analytics to drive performance and measure impact

How can organisations pinpoint performance issues and assess whether training solutions truly deliver results? Data analytics offers a practical way to identify gaps, improve learning interventions, and measure their effectiveness. By using the tools and systems you already have, you can uncover patterns, such as isolated teams or missed leadership opportunities, and make informed decisions to enhance performance.

This session provides practical guidance on finding and using workplace data to drive learning outcomes. Discover how to track the impact of training beyond surveys and explore the use of skills data as part of learning analytics.

- Identifying performance gaps with existing workplace data
- Measuring training impact with data, not assumptions
- Using skills data as part of learning analytics
- Tackling silos and improving team collaboration
- Making informed decisions to enhance performance outcomes

Derek Mitchell
People Analytics Lead
NOVO NORDISK

13:55 - 15:05

T5S2 - Learning accessibility ● ● ●

📍 Conference Theatre 5

Accessibility is no longer optional— it's essential for creating inclusive, impactful learning experiences. This session highlights insights from a pioneering industry benchmark on accessibility, revealing progress, gaps, and opportunities in L&D. Uncover the risks of inaccessible content, debunk common myths, and learn how to integrate accessibility into your strategy. With practical guidance and data-driven insights, this session empowers you to lead the transformation towards more equitable learning solutions.

Chair: **Michael Osborne**
CEO

The accessibility imperative: transforming learning content in L&D

Discover how accessibility in L&D is evolving. Susi Miller unveils exclusive findings from her groundbreaking eLa1000 Accessibility Assessment - an initiative designed to benchmark the accessibility of the L&D industry and empower a milestone 1000 organisations to evaluate and improve the accessibility of their learning content. She reveals where the industry is making progress and where urgent action is needed. Leveraging data gained from over five years' experience auditing learning content and her recent cutting-edge research, this session will equip you with the knowledge and actionable insights to lead accessibility transformation in your organisation.

- The hidden risks of inaccessible learning content
- Why common misconceptions about accessibility are holding L&D back
- Data that shows where L&D stands today - and the gaps that need closing
- How AI can support accessibility - and where it falls short
- Practical steps to embed accessibility into your learning strategy

Susi Miller
eLearning accessibility expert and author
eLaHub

15:05 - 15:50

Coffee and networking
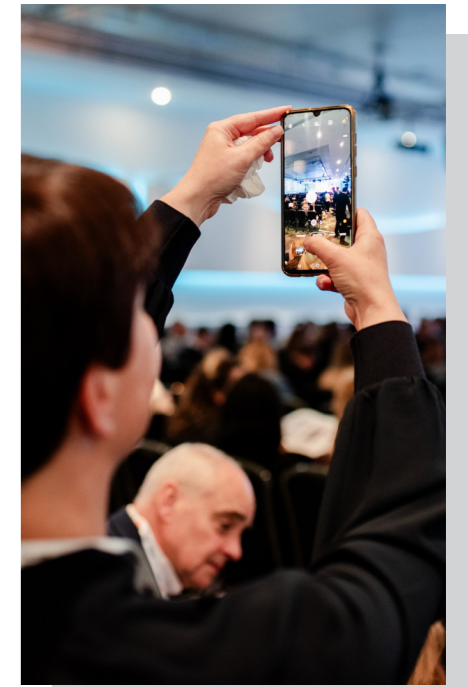
Themes

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

15:50 - 17:00

T1S3 - Instructional design
📍 Conference Theatre 1

Artificial intelligence offers unprecedented opportunities to transform how we design learning experiences. But that depends on how it's used. Most L&D teams have spent the last year asking "how can AI transform how we create content?". Far fewer have asked, "how can AI transform how we design training?". This session explores how strategic AI implementation can help solve instructional design's most pressing challenges (speed, quality, impact, ROI). Learn how AI can be used not just to accelerate established design processes but to fundamentally reimagine how humans learn.

Chair: **Derek Bruce**
Leadership and Culture Manager

AI for learning design: moving beyond automation to augmentation

Despite decades of promises of transformation, learning design practices have remained largely unchanged by technology. While AI offers powerful capabilities, its true value lies not in simply automating existing approaches, but in fundamentally reimagining how we design learning experiences. This session explores how strategic AI implementation can address key instructional design challenges, including rapid development, learning quality, measurable outcomes, and return on investment.

Attendees will discover how AI can be leveraged strategically to enhance learning design while increasing efficiency. Learn how an impact-driven approach to AI integration can transform both the design process and learning outcomes, creating more engaging and effective learning experiences.

- Learning design evolution: from traditional to AI-enhanced approaches
- AI in practice: case studies & lessons learned from learning design innovations in 2023 & 2024
- What next: actionable frameworks for using AI to transform learning design for better outcomes

Philippa Hardman
Affiliate Scholar
University of Cambridge

15:50 - 17:00

T2S3 - Talent and skills
📍 Conference Theatre 2

You can't escape from the buzz words 'skills', 'reskilling' and 'up-skilling', but all too often the discussion around these terms is vague and details of how to define and make use of skills sparse to non-existent. As work and the economy evolves, however, skills and skills data will play an increasingly important role in talent strategies. This session examines the complexities of managing skills at scale, offering valuable insights into creating a culture where skills are aligned with business goals and where continuous development becomes a key driver of success.

Chair: **Amanda Nolen**
Co-Founder

Working with skills across your organisation

Skills drive decision-making, performance, and agility in modern organisations. Yet, defining, measuring, and utilising skills effectively is often more complex than it appears. How do you ensure skills data is meaningful, reliable, and aligned with strategic goals? This session explores the challenges of managing skills at scale and offers insights into creating a skills-driven culture that supports business success while fostering continuous development.

Participants will consider approaches to measuring skills, building effective data frameworks, and aligning skills development with business objectives. Learn how to integrate skills into talent management, overcome common data challenges, and drive strategic value through accurate, actionable skills insights.

- Addressing challenges in defining and measuring skills
- Building robust and reliable skills data frameworks
- Aligning skills strategies with organisational goals
- Using skills data to inform key decisions
- Promoting a culture of continuous skills development

Sandra Loughlin
Chief Learning Scientist
EPAM Systems

**Anandi Shankar**
Global Head of Learning
Unilever
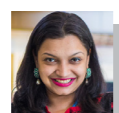
15:50 - 17:00

T3S3 - Learning and the mind
📍 Conference Theatre 3

AI is transforming the workplace, but many struggle to adapt to it. Learning something new—especially when it feels like a threat—triggers resistance. This session looks at what neuroscience tells us about AI anxiety and how L&D can help people overcome it. From creating psychological safety to using champions as role models, explore how to build an environment where AI is seen as an opportunity rather than a threat.

Chair: **Teresa Rose**
Director
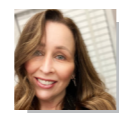
AI and the brain: understanding resistance and building confidence

Why does learning new things – especially AI – feel so difficult? Our brains don't always learn well under the pressure of rapid change, particularly when it threatens our sense of security. This session looks at how neuroscience explains AI anxiety and what we can do to support its adoption and effective use.

The first step is understanding how the brain learns. Then we can help people understand AI, after which people should be better able to hear about its benefits. But this takes a lot more than simply putting people on a course. In this session we'll explore about the need for psychological safety, time for reflection, and internal champions.

- Why AI feels unsettling and how to ease fears
- The role of neuroplasticity as our brains adapt to new circumstances
- Using champions to model AI adoption
- Creating psychological safety for AI learning
- What we can learn from how previous seminal technologies were adopted

Joseph Devlin
Professor of Cognitive Neuroscience
UCL

15:50 - 17:00

T4S3 - Strategic change
📍 Conference Theatre 4

The demands on L&D teams are evolving rapidly, outstripping the capacity of traditional approaches to learning and development. What to do? Join two learning leaders as they discuss what it takes to transform the L&D function, moving beyond content creation to address deeper organisational needs, and beyond the fulfilment role of L&D to something more pro-active, engaged with the business and challenging to it.

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

Creating change in learning: a dialogue on transformation

How can L&D teams adapt to meet the demands of today's organisations? One thing is clear: it is no longer enough for L&D departments to focus on creating and delivering courses, as they once did. Skills need updating too frequently, knowledge goes out of date too fast. Organisations need learning strategies that prioritise agility, personalisation, and relevance. This conversation between two senior learning leaders examines what it takes to drive radical change in the L&D function, overcoming resistance and rethinking traditional approaches to skills development.

Attendees will explore what our real role is (it's not creating nice content) and explore how to balance individual aspirations and business needs. To be successful in this role you have to have a thick skin, work without sufficient information and be prepared to take risks. Our speakers have done this, and they will share the lessons learned, and scars earned, on their journey.

- The things about leading learning that nobody tells you
- Addressing rapid skills and knowledge obsolescence
- Securing leadership buy-in
- Encouraging a culture of continuous learning and growth
- Integrating top-down and bottom-up approaches effectively

Simon Gibson
Head of Talent
Center Parcs UK & Ireland

Karen Wilson
Global Director of Learning and Talent Development
**Booking.Com**
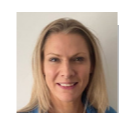
15:50 - 17:00

T5S3 - Social learning
📍 Conference Theatre 5

Organisations too often overlook the informal networks that quietly shape knowledge-sharing, culture and decision-making. These unspoken connections, built on trust and conversation, are often more influential than formal structures. Understanding how these networks function is key to fostering effective learning and driving meaningful change. This session explores how to identify and engage key influencers, support natural knowledge flows, and map informal networks to build stronger, more collaborative workplaces.

Chair: **Claire Doody**
Principal Consultant
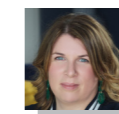
How informal networks drive successful learning

Who do you turn to for advice at work? Informal networks often hold the answer to this question, shaping how knowledge is shared and problems solved. Yet, many organisations fail to recognise these unspoken dynamics, focusing instead on formally appointed experts. This session uncovers how conversations, trust, and word-of-mouth influence where employees seek guidance and how expertise is truly distributed. Discover the hidden power of these networks and the crucial role they play in fostering meaningful, effective learning.

And if you're seeking to bring about change in your organisation, guess what - informal networks will be key to your success or failure!

In this session, we'll explore how to map these informal networks, engage key individuals, build trust, and support knowledge-sharing. Whether you're leading change or developing learning strategies, this session offers actionable insights to help you succeed.

- Identifying trusted networks within your organisation
- Recognising the real sources of expertise
- Building connections that support natural knowledge-sharing
- Harnessing informal conversations to drive cultural change
- Engaging key influencers for programme success

Jeppe Hansgaard
CEO
Innovisor

17:00 - 18:00

Drinks and networking

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or email
ltconference@closerstillmedia.com

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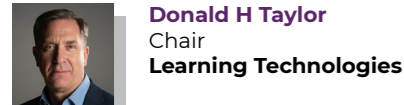- 🔵 Tools and technologies
- ⚫ Future L&D
- 🔵 Learning experience design

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

The future of work, AI and humanity

Conference Theatre 1

Discussions about the future are rarely simple or easy. We seem to be on a breathless journey towards an ill-defined future, the narration either impossibly rosy or hopelessly miserable, and usually based on nothing more than guess work.

But looking into the future doesn't have to be ill-informed speculation. Join Daniel Hulme as he explores the implications of today's relentless change. Based on his experiences running his own AI company and now as chief AI officer for a multinational communications company, Daniel has been there, done it, and understands the potential benefits and downsides of data, automation and AI.

More than that, Daniel thinks about the issues of our future deeply, and in this keynote he will explore implications beyond the immediate. Technological change has always meant some jobs disappear. But what happens next? Are new jobs created? What happens to wealth distribution, and what are the knock-on effects of that?

The future of work will undoubtedly be very different, but with the right mindset and a determination to keep AI aligned to human values, Daniel believes that it will be possible to make the transition fairly and create a world where human potential thrives alongside intelligent systems.

Daniel's key message is this: we are not helpless in what happens next. We need to make decisions about the future based on fact, not speculation, and use these powerful technologies to create something that benefits us all. The future is ours to shape.

Daniel J Hulme
Chief AI Officer
WPP

10:30 - 11:15

Coffee and networking

11:15 - 12:25

T1S4 - Artificial intelligence ● ● ●

Conference Theatre 1

We know AI is big. Or, at least, that everyone is talking about it. Still, many organisations struggle to move beyond using it for content creation. Unlocking AI's true potential requires more than just technology. It demands readiness in the L&D department, in the organisation, and strong relationships between them both. This session examines the key lessons learnt from 2.5 years of AI in L&D, where we are at present, and suggests ways to move to sophisticated AI adoption – if you are ready to adopt new ways of working.
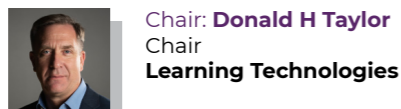
Chair: Donald H Taylor
Chair
Learning Technologies

AI realities in L&D: present, future, and how to get there

AI adoption in Learning and Development often begins with content creation. Too often it stays there. Why? If there is one thing we have learned, it's that AI implementation isn't just about technology. It's about culture, skills, and collaboration. AI poses an opportunity for L&D to become more strategic, deliberate and effective, but that future is not guaranteed and moving beyond simple use cases demands a new approach.

Drawing on extensive research and a foundation of practical case studies, this session explores actionable ways to navigate these challenges. You'll learn how to harness internal innovation, foster a culture of experimentation, and chart a path from using AI for cost efficiencies to strategic value.

- Revisiting lessons learnt from AI adoption in L&D
- Exploring practical examples of AI use across the industry
- Understanding the key enablers of sophisticated AI use
- Engaging your employees as your AI R&D team!
- Where to start (clue: it's not by creating more content)
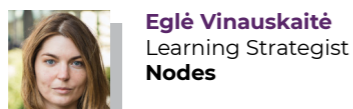
Eglė Vinauskaitė
Learning Strategist
Nodes

11:15 - 12:25

T3S4 - Community learning ● ● ●

Conference Theatre 3

How to support learning across a community of largely unconnected individuals? It takes a lot more than a forum and some self-service videos. In this session we explore in detail the hard-learned lessons of supporting individuals in a shared learning experience when they're dispersed, self-employed, and unfamiliar with one another. It's a challenge that affects many organisations who need to support the learning of their customers, supply chains and the external enterprise.

Chair: Niall Gavin
Independent Learning Consultant and Accreditation Mentor

**Building a community of learners from dispersed individuals**

Here we draw insights from real-world examples, such as volunteer football coaches and self-employed driving instructors. Discover how to create engagement, provide tailored resources, and support individuals as they balance training with their daily lives.

Using a digital ecosystem and structured learning pathways, these communities guide participants through onboarding, skill-building, and continuous improvement. Learn how this approach addresses isolation, fosters peer support, and boosts learning outcomes. From better test pass rates to sustained peer connections, this session offers strategies to help your learners succeed.

- Building communities that engage and support learners
- Tackling isolation with structured peer interactions
- Using digital tools to enhance training effectiveness
- Creating tailored learning pathways for diverse participants
- Achieving measurable improvements in learning outcomes
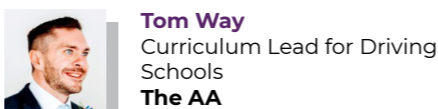
Tom Way
Curriculum Lead for Driving Schools
The AA
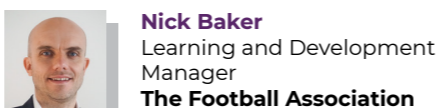
Nick Baker
Learning and Development Manager
The Football Association

11:15 - 12:25

T4S4 - Learning evaluation ● ● ●

Conference Theatre 4

Unlock the mysteries of measuring learning's contribution to workplace performance. Through a detective's lens, explore how evidence-based strategies can uncover the true impact of training on human and business outcomes. Learn how to plan with performance in mind, tackle common blockers, and create compelling narratives backed by data. This session promises actionable insights that bridge aspiration and reality in demonstrating L&D's value.
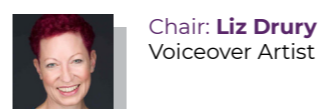
Chair: Liz Drury
Voiceover Artist

Investigate performance impact like an L&D detective

Is there proof for training and learning's contribution to workplace performance? How do we use facts, clues, evidence, and data to solve measurement mysteries? Can we move from idealistic aspirations to truth-based, actionable practices for measuring impact? Join Kevin M. Yates, the L&D Detective®, and work alongside him as he investigates the impact of training and learning on human and business performance.

- Examine how to measure impact using a performance-focused approach
- Discover how to plan for impact in the beginning so it's easier to measure in the end
- Identify potential blockers for measuring impact and how to remove them
- Uncover the strategy for measuring training and learning's contribution to workplace performance
- Discover how to build and present a credible, compelling case for the effect of training and learning on human and business performance

Kevin M. Yates
L&D Detective®

11:15 - 12:25

T5S4 - Hybrid learning ● ● ●

Conference Theatre 5

Hybrid working isn't working. The result is a slew of calls for a return to the office. But there's another approach: making hybrid working work – for the organisation and the individual. And in this, L&D professionals have a vital role to play. This session explores the strategies, tools, and cultural changes needed to create a workplace where hybrid teams succeed, offering insights into inclusive practices, leadership support, and rethinking L&D's role in this evolving model.
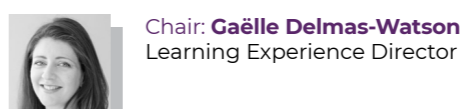
Chair: Gaëlle Delmas-Watson
Learning Experience Director

Hybrid working isn't working: what L&D should do to fix it

Hybrid working has changed the way organisations operate, but are we fully prepared to support this new model? Balancing flexibility with collaboration remains a challenge, and the role of L&D is central to making hybrid work effective. This session explores the tools, strategies, and cultural shifts required to help employees and organisations thrive in a hybrid environment while addressing the barriers that can hinder success.

With insights drawn from research and real-world examples, you'll discover how to create inclusive practices, foster a sense of belonging, and equip leaders to manage remote and in-person teams effectively. This session offers practical ideas for rethinking L&D's role in shaping the hybrid workplace.

- Identifying challenges of hybrid working for organisations
- Supporting employees with flexible and inclusive approaches
- Equipping leaders to manage hybrid teams effectively
- Balancing collaboration with individual productivity needs
- Aligning L&D practices with hybrid workplace demands
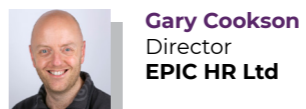
Gary Cookson
Director
EPIC HR Ltd

12:25 - 13:55

Lunch and visit the exhibition

12:40 - 13:20

L2S1 - Four questions that heads of learning should ask but don't ● ●

Conference Theatre 5

Chair: Nigel Paine
Managing Director
Nigelpaine.com Ltd

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 - The learning landscape ● ● ●

📍 Conference Theatre 1

The pace of innovation in learning technologies has never been faster, with AI affecting everything from content creation to personalisation. But which tools and trends are genuinely impactful, and which are just hype? This session examines where learning teams stand today, what's working, and what's next. You'll take away actionable insights to prepare your organisation for the very different learning environment of the future.

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

Innovations in learning – What's hot, what going to be hot and what should your team do next?

It's been a busy year for AI in learning. Vendors roadmaps are stacked, there are big breakthroughs in some areas and not so much in others… from video production to scenarios-based learning and content authoring and learning systems, the world of learning is changing. Innovations are coming thick and fast.

So – where are learning teams now? What are the most effective ones using? Does it really work? What difference does it make? And what's coming in 2025 that is really game changing?

In this packed session, Myles Runham and David Perring of Fosway explore the learning solutions landscape and how both the learning experience and learning teams are being transformed.

- Where we are with AI in learning today
- The learning innovations that are proving valuable today and why
- What innovations should be tracking for tomorrow and why?
- How to work with your team to ensure success in learning tomorrow

Myles Runham
Senior Analyst for Digital Learning
Fosway Group

David Perring
Chief Insights Officer
Fosway Group

13:55 - 15:05

T2S5 - Compliance ● ● ●

📍 Conference Theatre 2

Mandatory compliance training is not easy. It has to be organised and carried out even though it's typically nobody's favourite way of passing the time. This session explores how to reimagine compliance – from ensuring that the training takes place to using it as a powerful tool for business impact. Explore building pathways that go beyond meeting standards to improving performance and delivering measurable results.

Chair: **Andrew Jacobs**
Learning Strategist

Moving from tick-box training to business-focused behavioural change

Compliance training often struggles to move beyond box-ticking, leaving little impact on behaviour or performance. This session explores how to first ensure people are taking their mandatory training, and then examines how to move it from a requirement into a pathway for real change. Using approaches that combine both digital and in-person learning, participants will consider how to meet standards while also improving outcomes, even in environments with high turnover and diverse learner needs.

Through real-world examples and proven techniques, you'll discover how to engage learners, personalise training experiences, and integrate compliance into broader business goals. Learn how to balance practical tools with behavioural insights to create a compliant workforce that performs at its best.

- Moving from box-ticking to behaviour-focused training
- Creating compliance pathways that inspire and engage
- Integrating digital and face-to-face learning effectively
- Supporting diverse and high-turnover workforces
- Using business metrics to measure training success

Emma Kennedy
Learning and Development Manager
Domino's Pizza UK and Ireland

Karen Burke
Senior Talent Manager
London Stock Exchange Group

Michael Fally
Head of Digital Learning & Development
SPAR Österreichische Warenhandels AG

Rachel George
Analytics Capabilities Senior Manager
Lloyds Banking Group

13:55 - 15:05

T3S5 - Learning strategy ● ● ●

📍 Conference Theatre 3

Artificial intelligence is revolutionising workplace L&D, but its value depends on its application. For strategic effect, L&D must shift its focus from efficiency measures, such as faster content production, to supporting organisational and individual goals, both short- and long-term. This session examines how AI can help L&D do that, through more personalised experiences, fostering creativity, and aligning with business needs, all while balancing innovation with ethical responsibility to ensure fair and inclusive outcomes.

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

Creating and implementing a powerful AI learning strategy

AI is reshaping the workplace, but its full potential lies in how organisations choose to adopt and apply it. While many focus on efficiency—producing content faster or automating repetitive tasks—the true opportunity lies in rethinking how we support learning, aligning it with current and future business needs.

Explore the human element of AI adoption, balancing innovation with responsibility to ensure ethical and inclusive outcomes. Rather than simply creating more content faster, learn how AI can free up time for creativity, foster better career experiences, and build skills that empower both individuals and organisations.

- Incorporating AI into your enterprise learning strategy and developing an AI learning strategy
- Balancing innovation and ethical responsibility
- Aligning your AI Learning strategy with workforce needs and goals
- Using AI to drive more personal learning experiences
- Bringing AI Agents into the workforce

Simon Brown
Partner, Talent
EY

13:55 - 15:05

T4S5 - Virtual reality ● ● ●

📍 Conference Theatre 4

Virtual reality (VR) offers a different approach to learning – immersive and engaging. It has the potential to replicate real-world situations and can be used to build soft as well as hard skills. But what are the pitfalls to avoid when deploying VR? Join people with real, practical experience of using VR as they share their tips on what to avoid, and benefits and features of VR that you might not expect!

Chair: **Anamaria Dorgo**
Founder, Learning and Community Consultant

Forget what you thought you knew about VR, it's different now

Virtual reality (VR) can reshape the way organisations deliver immersive learning experiences. It can. If it's done right. But how can L&D professionals harness its potential well? This session considers the opportunities VR brings to learning design and explores practical approaches to integrating it effectively. From enhancing soft skills training to replicating complex real-world scenarios, VR can elevate how learners connect with content.

Explore how to use VR to create training without it costing the earth, and yet still providing simulations that are invaluable when learning practical skills that are difficult or costly to recreate in a physical training environment. Most of all, catch up on the reality of today's VR, with in-house production of materials that you can adapt as your needs change.

- Explore key applications of VR in workplace learning
- Understand how VR enhances engagement and retention
- Learn practical steps for designing VR content
- Consider production methods for VR
- Examine methods to measure VR training effectiveness

Junaid Fukuta
Consultant Anaesthetist and Founding Director
MedRevision Ltd

Josh Ellick
Immersive Technology Manager
St. James's Place

13:55 - 15:05

T5S5 - Measuring for inclusion ● ● ●

📍 Conference Theatre 5

This session explores how to use Learner Survey Questions to enable participants to offer feedback that informs more inclusive programme design and delivery. Learn how to ensure your learning programs work successfully for all your learners. Attendees will be introduced to a set of Learner Survey Questions and practical tips to measure the inclusiveness of your learning programs, and the years of academic research and pilot studies they are based on.

Chair: **Tiffany Bayliss**
Founder & CLO

Including everyone in your training programmes - using Learner Survey Questions to ensure inclusive learning

Many organisations recognise the importance of diversity, equity, inclusion, and accessibility (DEIA). However, too often in L&D, DEIA considerations are sidelined and only part of focused learning initiatives instead of integrating DEIA values into all L&D programs. This session examines why inclusive L&D is important and how to drive meaningful inclusion, by enabling participants to offer feedback that informs more equitable programme design and delivery.

Drawing on extensive academic research and several pilot studies, attendees will be introduced to a set of Learner Survey Questions and practical recommendations that you can use to make your learning initiatives more inclusive and successful for all your learners.

- Embedding DEIA values into all training initiatives
- Using learner surveys to uncover DEIA gaps
- Applying research findings to ensure inclusive programme design
- Engaging learners for actionable insights for more inclusive L&D
- Enhancing organisational outcomes through inclusive learning

Will Thalheimer
President
Work-Learning Research

Ingeborg Kroese
Academic Researcher & Director
Enhance Facilitation

15:05 - 15:50

Coffee and networking

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or email
ltconference@closerstillmedia.com

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

15:50 - 17:00

T1S6 - Professional development ● ● ●

📍 Conference Theatre 1

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**
Business Coach

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 eight key dimensions of AI literacy and associated competencies
- Discusses relevant use cases and applications

Stella Lee
Director
Paradox Learning

15:50 - 17:00

T2S6 - Learning leadership ● ● ●

📍 Conference Theatre 2

In changing world, L&D leaders must navigate uncertainty with agility and purpose. This session offers strategies to distinguish challenges, recalibrate mindsets, and harness disruption as a springboard for innovation. Explore practical frameworks to build resilience, foster collaboration, and turn turbulence into opportunity. Leave equipped with actionable tools to lead adaptive, high-impact learning initiatives that fit today's unpredictable environment.

Chair: **Anit Mahay**
Training Manager

Leadership in turbulent times for L&D

In an era where disruption is the new normal, leaders in Learning and Development (L&D) must adapt rapidly to drive meaningful change. Drawing from his book, Toolkit for Turbulence, Martin will share actionable strategies to navigate uncertainty, recalibrate mindsets, and turn challenges into opportunities.

This session will equip L&D leaders to:

- Distinguish between technical and adaptive challenges to prioritise effectively
- Develop an adaptive mindset to thrive amidst disruption
- Embrace new tools and collaborative practices for sustained impact
- Foster performance partnering to drive agility, resilience, and innovation in teams
- Build a pathway from disruption to advantage through practical frameworks

Attendees will leave with insights and tools to transform turbulence into a catalyst for growth and success.

Martin Bean
CEO
The Bean Centre

15:50 - 17:00

T3S6 - Peer learning ● ● ●

📍 Conference Theatre 3

Peer-to-peer learning can transform how organisations share vital knowledge. It can – but only if done right. That means unlocking the collective expertise of employees via collaboration and engagement. This session examines how to practically harness the potential of peer learning with simple, effective tools and frameworks, enabling organisations to thrive through stronger collaboration and a culture of shared growth.

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

The peer learning revolution: unlocking the power of social learning

What if your greatest organisational asset is the collective wisdom of your people? Peer learning lets employees share knowledge, co-create solutions, and collaborate seamlessly. Organisations that embrace social learning see improved engagement, stronger connections, and the rapid spread of expertise, so how can you harness this potential effectively?

This session offers practical frameworks and strategies to create a thriving peer learning culture. Drawing on practical experience underpinned by clear frameworks, you'll explore how to foster collaboration and build a culture of peer learning.

- Encouraging collaboration to boost workplace engagement
- Building frameworks for effective peer-to-peer learning
- Supporting knowledge-sharing through simple, practical tools
- Using social learning to drive organisational success
- Creating a culture of co-creation and growth

Hannah Frame
Social Learning Technology & Innovation Manager
St. James's Place

Sam Marney
People Development Lead
People's Partnership
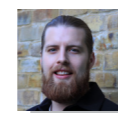
15:50 - 17:00

T4S6 - Learning sustainability ● ● ●

📍 Conference Theatre 4

L&D teams have a unique role to play in driving sustainability that goes well beyond reducing paper use and the need for travel. Any organisation looking to survive and thrive in these uncertain times needs critical skills and leadership competencies, and this session examines how L&D professionals can be a vital enabler of sustainable transformation.

Chair: **Rob Hubbard**
Author and Consultant

Shaping a sustainable future

In a world where environmental crises, societal shifts and technological disruption are increasingly impacting business and creating risk; sustainable transformation has never been more urgent. Drawing on the World Economic Forum's Future of Jobs Report, this session highlights the critical skills and leadership competencies required for businesses to thrive in this new era.

Explore how to embed essential skills in your organisation, such as creativity, problem-solving, innovation and collaboration, that are essential for organisational resilience. Identify the vital role leaders at all levels play and how L&D can empower employees in transforming the organisation.

- Leveraging L&D skills to shift the needle on sustainability
- Aligning L&D strategy with emerging research and legislation
- Developing sustainable, future-ready leadership
- Building effective networks to amplify impact
- Using technology to scale sustainability learning

Tess Robinson
Director
LAS
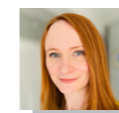
Phil Hazell
Portfolio Director, Executive Education
Cambridge Institute for Sustainability Leadership (CISL)
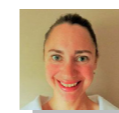
Mike Barry
Director
Planeatry Alliance

15:50 - 17:00

T5S6 - Making every resource count ● ● ●

📍 Conference Theatre 5

Learning and development in the non-profit sector is different. Tight budgets, governance constraints, and risk-aversion all demand more from the L&D professional, and sometimes the best way to make progress is to seek forgiveness rather than permission. But if you are being innovative and driving change, you have to understand who you're dealing with, and the unique challenges of your organisation, because each is very different. Join us for a deep dive into effective, innovative L&D in the third sector, and leave with a plan to start making a change tomorrow!

Chair: **Laura Overton**
Analyst, Explorer, Writer, Facilitator

Rethinking more for less - practical lessons from creative non-profits

Working in the non-profit sector presents unique challenges, from strict governance structures to limited budgets and a risk-averse mindset. Yet with the right approach innovative organisations have been able to work within these constraints to spark creative solutions.

This interactive discussion explores inventive ways to support learning and development, providing ideas that go beyond traditional approaches and embrace agility, resourcefulness and a little bit of daring.

Attendees will examine how to overcome risk aversion, engage stakeholders, and rethink resources to make learning more effective and inclusive. Whether you work in the third sector or face similar constraints in your own, you will leave with practical strategies for navigating challenges, fostering curiosity and creativity, and building a culture of learning that work for everyone.

- Working creatively within governance structures and budgets
- Shifting organisational mindsets to support innovation
- Building effective partnerships with internal and external collaborators
- Applying non-profit thinking in for-profit L&D Teams
- Balancing risk management and experimentation

Jodie Pritchard
Director of Learning and Development
Barnardo's

Shanice McBean
Senior L&D Manager
Prostrate Cancer UK
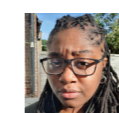
17:00 - 18:00

Drinks and networking

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

Russell Woods
Learning and Organisational Development Partner
Aster Group

Andy Lancaster
Chief Learning Officer and Consultant
Reimagine People Development

learning technologies

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Register as a group of three or more delegates and receive £100 off per ticket. The discount is automatically applied at checkout. Please note this offer cannot be combined with any other promotions.

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- ✔ Hosted complimentary breakfast on each day
- ✔ Opportunity to meet the speakers and facilitators
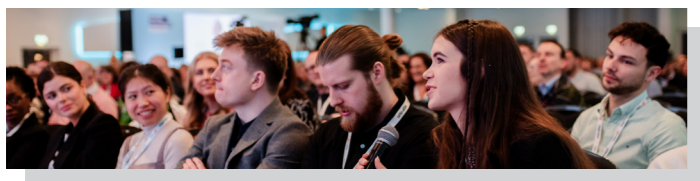
£1,495 + VAT

Standard Conference Pass

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- ✔ Session recordings and presentations
- ✔ Lunch and refreshments on both days
- ✔ Networking drinks reception at end of day one
- ✔ Exhibition access on both days

£1,395 + VAT

Book online at
www.learningtechnologies.co.uk

For enquiries call the conference booking line on **+44 (0) 20 8092 6791** or email **ltconference@closerstillmedia.com**

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 are 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 on 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

Should you need to cancel your booking there is a cooling off period of 14 days from the date of booking. Please note we can't accept any cancellations after 21 March 2025, but you can nominate a substitute delegate to take your place at any time if you are unable to attend. All cancellations must be emailed to **ltconference@closerstillmedia.com.**

If you can't join us at the Learning Technologies Conference, you can still register for the FREE Exhibition!

Learning Technologies is Europe's leading showcase of organisational learning and the technology used to support learning at work. With more than 10,000 attendees, 200+ free L&D seminars, 200+ exhibitors, and two exhibition halls packed with the latest learning technologies, it provides a unique and exciting environment for all those involved in workplace learning.

200
Exhibitors

11,000
Attendees

200
Free seminars

50
Countries

Free seminars

Our free exhibition seminars will place a huge amount of information at your fingertips and will give you and your team much to debate and discuss as well as a wealth of ideas to take back and implement.

With 2 Bitesize Learning Zones and 11 Seminar Theatres on the exhibition floor, each running seminars all day, your only problem will be choosing which of the 200+ free sessions to attend.

Entry to the exhibition and seminars is free of charge.
Register online at **www.learningtechnologies.co.uk**

Top 10 reasons to attend the exhibition

- **Exploring emerging technologies:** Stay up-to-date with the latest in AI, the metaverse and immersive technologies, and learn what the experimental solutions to L&D are and how they work.

- **Access to 200+ free seminars:** Attend sessions led by industry experts to gain valuable insights and knowledge.

- **Hands-on demonstrations:** Experience interactive demonstrations of cutting-edge technologies and solutions firsthand, enabling you to make informed decisions for your organisation's learning needs.

- **Maximising your L&D budget:** Discover how to secure investment and work with limited budgets.

- **Securing buy-in for L&D initiatives:** Learn the best practices for communicating the value of L&D to senior management and how to measure the impact of L&D initiatives.

- **Overcoming implementation barriers:** Not sure how to roll-out specific programmes? Find out how to overcome the difficulties surrounding this and discuss them with your peers.

- **Developing learner engagement:** Create a 'buzz' around learning with real-life case studies.

- **Keeping up with market trends:** Get a clear overview of the hot L&D topics for 2025.

- **Improving content learning design:** Discover how to make your learning content relevant and reusable.

- **Networking with your peers:** Build memorable connections with fellow L&D professionals.

hr technologies
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Co-located with UK's only tech-focused HR event

When you register for Learning Technologies, you also gain access to our co-located event, HR Technologies.

At HR Technologies, you'll have the chance to meet 85+ exhibitors, attend sessions in 4 Seminar Theatres, and get inspired by thought leaders in 2 free-to-access Keynote Theatres. It's a fantastic opportunity for you and your colleagues to connect, network, and stay ahead of the latest trends shaping the future of work.

Find out more: hrtechnologies.co.uk
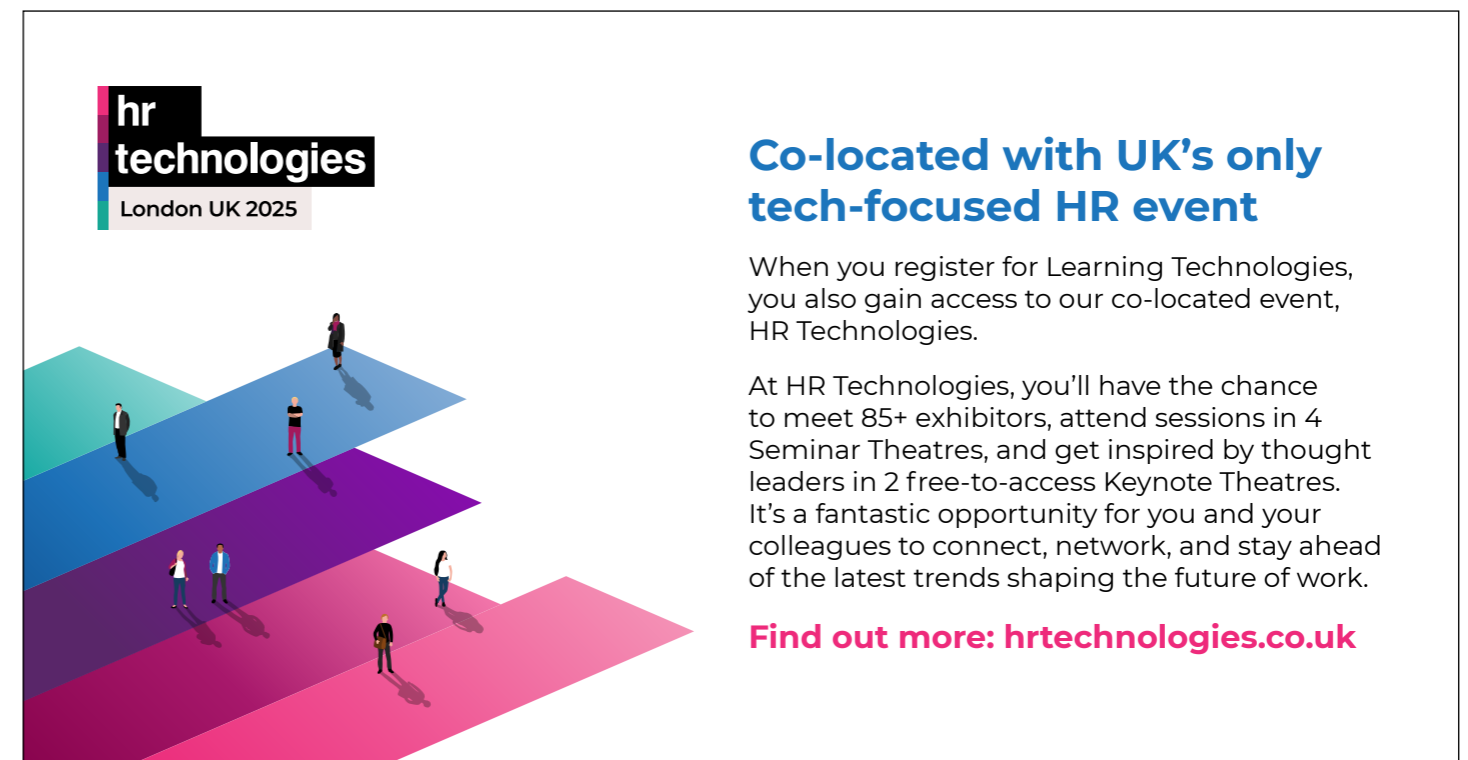
Exhibitor	Stand
360Learning	E10
7taps Microlearning	G01
Absorb LMS	B30
Administrate	C20
Adobe	K20
AG5	N18
Altkom Akademia	D35
aNewSpring	N05
Animaker	D62
Arlo Software	F50
Articulate	J20
ARuVR	F30
Assemble You	D05
Assima	K01
Axonify	H55
Babbel For Business	F60
BentoBot	J55
Blossom	D50
Bridge	F20
Bridge Learning Technologies	J31
Carla's Captivating Content	A01
Charity Learning Consortium	N50
Charity Mentoring Network	N50
Class	J70
Climate Clarity	LP10
Cognexo	D58
Cognota	J01
Colossyan	L40
Cornerstone OnDemand	H10
Coursera	L05
CYPHER Learning	D65
D2L	A05
DEGREED	H40
Dialogue Trainer	D60
Dirtyword - The E-Learning Magazine	N35
Docebo	B10
Dynamic Language	J62
Easygenerator	E50
edX, LLC	H62
EFI - Ecosistema Formazione Italia	M15
ELB Learning	G50
Elephants Don't Forget	B60
Eloquenti	LP09
Enabley	K10
Engageli	G65
Entrepleio	LP07
eXact Learning Solutions	C40
Frog Education	C22
Fuse	C35
Geniusee	N25
getAbstract	E05
Global Lingo	D01

Exhibitor	Stand
Go1	K52
GoodHabitz	G05
GP Strategies	F20
Graide	LP05
GuyKat	G10
Havas People	C50
Hive Learning	G35
HowNow	J35
Huler	-
iAM Learning	E70
IMC (UK) Learning	C60
imeld.ai	F01
Instinct Digital Learning	B01
iSpring	E20
Kahoot!	G60
Kallidus	L70
Kineo	E30
Klara	N15
Knowledge Train	A10
Kokoro	LP03
Learning Pool	K05
Learnlight	D55
LearnUpon	H45
LearnWorlds	M40
Linux Professional Institute (LPI)	LP12
Litmos	K50
Manageable	A60
MAXRES	LP02
Mentorink	LP08
MHR	D15
Mindtickle	E75
Mint Interactive	C30
Muchbetter.AI	LP11
Netex	L20
Omniplex	J05
Open LMS	F20
Opensesame	E60
PageTiger	D20
Panopto	L50
PINKTUM	H75
Pitch Avatar	LP04
Pluralsight	L01
Pluvo	N40
Powerup School	C45
Powtoon	F35
Preply	E01
Purple Media	M10
Qstream	F45
Questionmark	J32
Rapidmooc	K55
ReadSpeaker	J65
Realizeit	-

Exhibitor	Stand
Reelyze	-
RiseUp	J10
Rocket Education Rewards	N45
Rustici Software	F20
RWS	L10
Saffron Interactive	C15
Sana Labs	M30
Sanctus Group	K60
Schoox	F05
SDL Corp	N48
Shiken AI	C28
SiyonaTech	F10
Skillable	L30
Skillcast	E25
Skillshub	E40
Skillsoft	K20
Slick+	D10
Smartcat AI	L45
Speexx	J60
Sponge	N10
Stornaway.io	N20
StoryTagger	A50
Studytube	H30
Synthesia	J40
Tahdah	F02
TechSmith	N22
The Access Group	A40
Think Learning	C70
Thinqi	J50
Thought Industries	E35
Thrive	G20
Titus Learning	M20
Together	B30
Totara	C80
Training Orchestra	F25
Transperfect	H01
Udemy	H25
United Language Group	A45
Upside Learning Solutions	F03
Valamis	F40
Veed.io	L35
Video Arts	J52
Virti	C25
Voiseed	LP06
Vue Conferences and Events	LP01
Vyond	K15
Watershed	F20
WellSaid	M50
Whatfix	H50
xUnlocked	J30
Xyleme	J75
Zensai	E15

Entry to the exhibition and 200+ seminars is **free** of charge.

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Venue
ExCeL Conference Centre, London

Conference opening times
23 April 2025 8:00am - 5:00pm
24 April 2025 8:00am - 5:00pm

Exhibition opening times
23 April 2025 9:00am - 5:00pm
24 April 2025 9:00am - 5:00pm

How to get to ExCeL

London is one of the world's busiest international business hubs, and can be reached by more people, from more destinations, in less time than any other city in the world. It is known for its accessibility and has a wide range of low-cost rail and air links to global cities. Getting to ExCeL London couldn't be easier! For full event travel and information, please visit

www.learningtechnologies.co.uk

Accommodation

The official hotel booking partner for Learning Technologies 2025 is Event Express. They have negotiated and secured special event rates for a range of hotels in the vicinity. To book a hotel room through Event Express, visit

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