

FUTURE OF WORK USA 2026 • MACMILLAN LEARNING + IGNIS AI

Can You Prove Skill Growth?

How to Build—and Prove—Durable Workplace Skills

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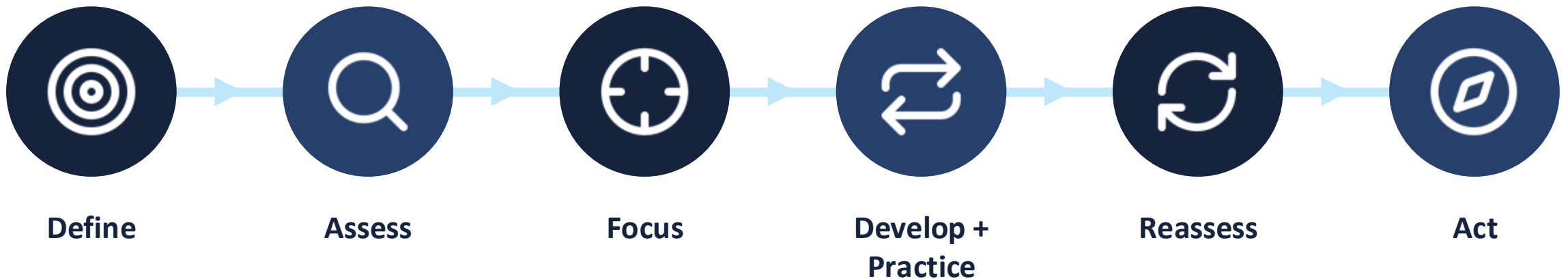
The Missing Middle

It's not just another "prove L&D ROI" conversation.



Most organizations have plenty of data at the start, and try to prove impact at the end. The question hiding in the middle: did the person's capability actually change?

Where the Skills-Development Chain Breaks



The problem usually isn't a bad tool. It's that these six pieces aren't connected — and each break is a place where talent risk quietly accumulates.

Perception vs. Performance



Traditional Approaches Ask

- How strong are you at collaboration?
- How confident are you handling conflict?
- How does your manager rate your leadership?



Performance-Based Asks

What does the person actually do in a realistic situation? How they diagnose, frame, communicate, weigh tradeoffs, and adapt as conditions change.

AI is making polished outputs easier to produce. That makes understanding the human capability underneath the output more important than ever.

Experience the Difference

SCENARIO

“You’re leading a cross-functional initiative that’s already behind schedule. Marketing believes Sales keeps changing requirements. Sales believes Marketing ignores customer feedback. Both leaders escalate to you and want you to intervene. What do you do first?”

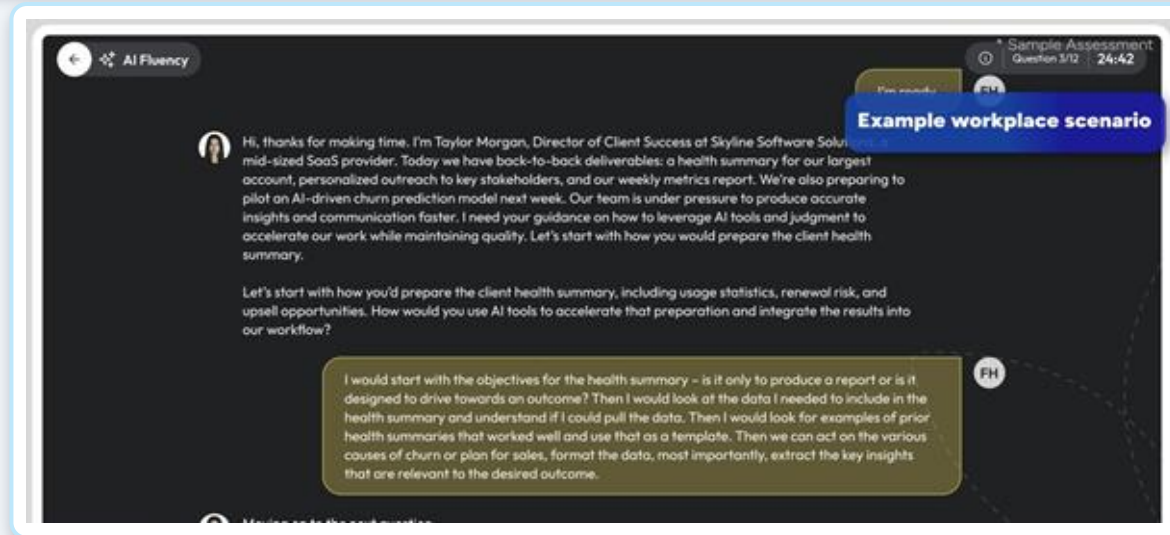
Take 20–30 seconds. What would you do first — and why?

One New Constraint Changes Everything

SCENARIO (RECAP) *Cross-functional initiative behind schedule. Marketing and Sales each blame the other and escalate to you.*

NEW CONSTRAINT

“Your executive sponsor now says the launch date can’t move — and both leaders believe they have senior leadership support.”



Would your response change? Why?

What Makes the Measurement Credible?

You don't need every technical detail — just what makes the measurement credible.



Framework-Grounded

Built around seven Power Skills with defined subskills.



Human + AI Scoring

AI evaluates responses against rubrics; humans lead calibration & QA.



Research-Tested

3 research studies, 1,000+ participants.

CONFIRM: Research attribution — confirm this was led by Ignis AI's research team.

The assessment itself is research-tested. Longitudinal growth from the integrated experience is exactly what our founding pilots are designed to test.

Measurement Alone Doesn't Build Capability



1. Define what good looks like



2. Give people repeated, realistic practice



3. Give feedback while there's still time to improve

"Assessment science helps us see capability. Learning science helps us build it. Neither is enough on its own."

Where We Went Looking

Before narrowing our focus, we listened — broadly, and in person.



**Conference
Conversations**



**1:1 Research
Interviews**



**Small Working
Groups**

Two Power Skills came up again and again as the ones losing ground fastest under AI adoption.

Communication & Creative Thinking



ACTUAL POWERSKILLSPRINT™ RESULTS (SAMPLE)



Creative Thinking

Generating new, valuable ideas and finding practical, effective solutions to real problems.



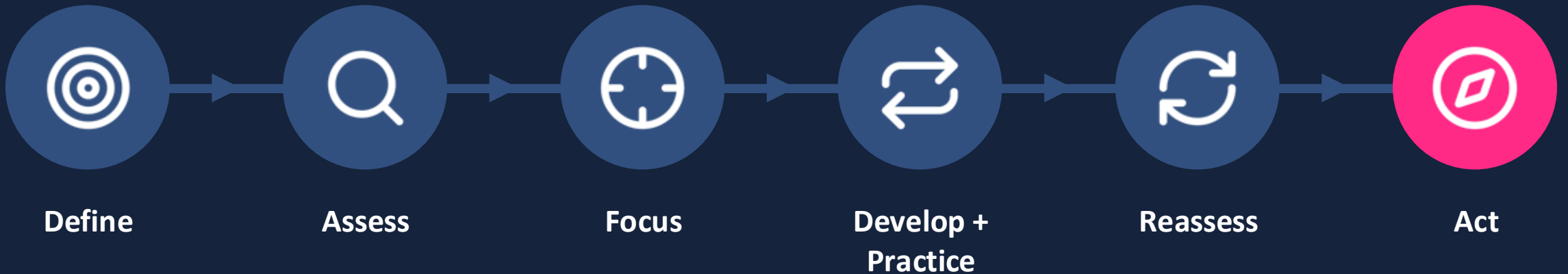
Communication

Conveying ideas clearly and persuasively while listening deeply and adapting to your audience.

As AI increasingly drafts the first version of everything, these are the two we're focused on first.

Practice + Proof

Here's what happens when those same pieces are connected.



“Proof isn’t just a score at the end — it’s evidence across the journey that shows what changed, and what to do next.”

Five Questions to Ask Your Org

If you run a program, ask them of yourself. If you oversee one, ask them of the people who run it.

- 1 Have we clearly defined what improvement would look like?
- 2 Are we measuring demonstrated performance — or mostly perception?
- 3 Do people get repeated, realistic practice before the stakes are real?
- 4 Can we see meaningful progress during development, not just after?
- 5 Does our reporting help leaders decide what to scale?

If you can't answer several of these today, the answer may not be more content. It may be a more connected development model.

FIRST LOOK — EARLY MARKET PILOT



Macmillan
Learning



Ignis AI

WORKPLACE SKILLS

Practice and proof for the skills people need at work.

"Ignis helps us see and measure capability. Macmillan helps us build it. Together, we make growth visible."



Ignis AI helps you see and measure capability

- Performance-based assessment
- Individual & cohort insight
- Reassessment



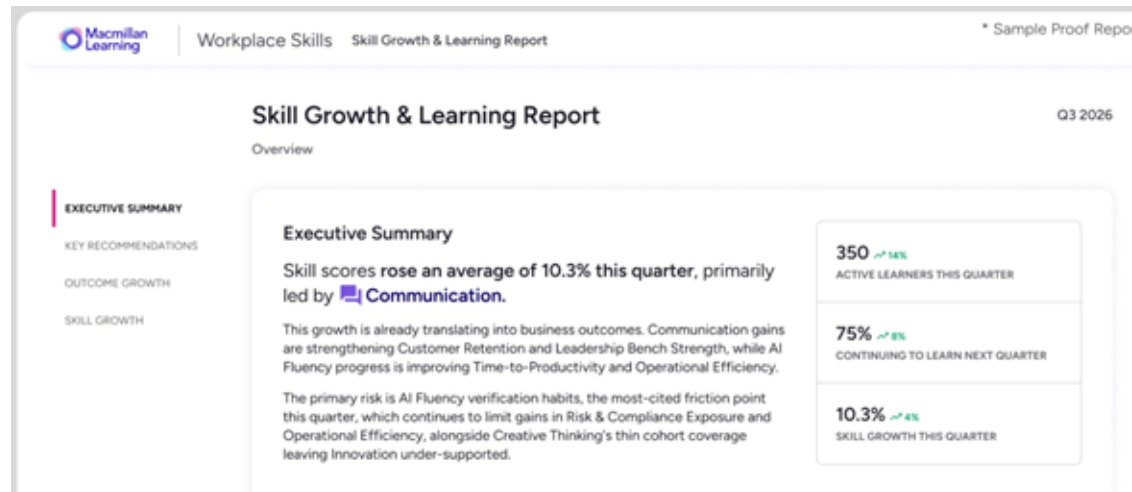
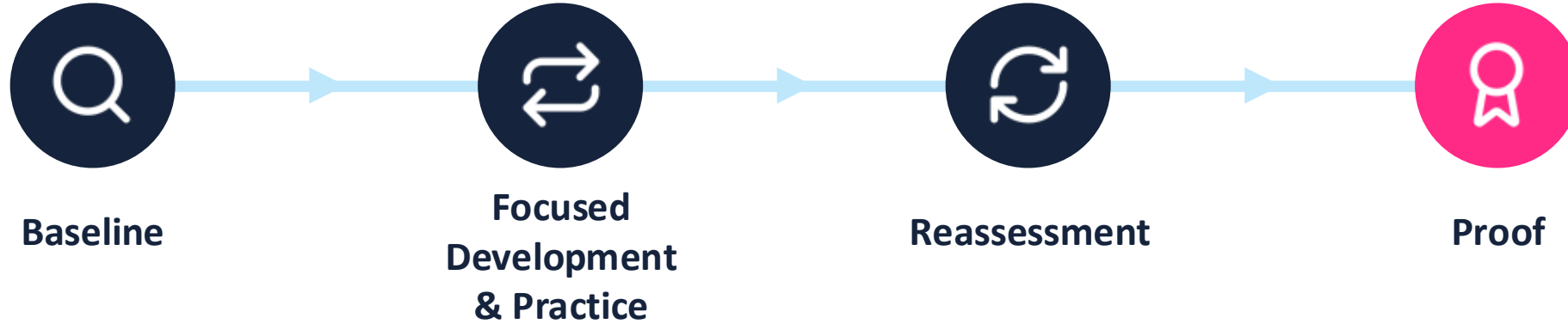
Macmillan Learning helps you build it

- Learning science & guided practice
- Reinforcement
- Reflection

TOGETHER: We Reassess and Make Growth Visible



See It In Action



What Would You Need to See to Believe a Skill Improved?

The shift we're encouraging: from asking whether people completed learning, to asking what evidence would convince us capability actually changed.



Learn More

Request a proof session • Explore founding-pilot fit • Download the framework

SEE IT FOR YOURSELF

Workplace Skills — Booth Demo

The same walkthrough we're running live at the Macmillan Learning + Ignis AI booth.



Stop by the booth for a live proof-report walkthrough.

Q&A



Schedule Time to Continue the Conversation