

The top 4 L&D challenges and how to solve them

Discover the most common challenges L&D teams are facing and get useful tips on how to overcome them and achieve learning excellence.

1

Poor learner engagement and motivation

Learning is a team sport: Research shows that 70% of learning happens by engaging with others, while only 30% happens on-the-job and through course material. When this ratio isn't respected, the learning experience suffers.

Social learning

When you fight human nature, you're bound to lose. Instead, work with people's social drive by embracing [social learning](#) so learners can ask questions, receive mentorship, and share their achievements and growth.

Then, ramp up engagement through more advanced techniques like gamification and microlearning.

Every business has a group of enthusiastic advocates. You know the type: The employees who re-share your social posts and the clients who volunteer to be in case studies. Social learning gives these voices a megaphone, making the buzz and excitement contagious.

SOLUTION

2

Dull, generic learning

With learning, 'one-size-fits-all' often means 'one-size-fits-none.' You need to tailor learning to individuals—or risk everyone tuning out.

Create personas

To start, create learner personas that help you customize the learning process based on the experience, preferences, and tech-savviness of the audience.

Generate individualized learning journeys

An [AI-powered LMS](#) helps you serve people the learning that's right for them. It automatically adapts to users' preferences, offers smart recommendations, and empowers learners to take control of their own learning journey.

SOLUTIONS

3

Choosing the right authoring tool or learning platform

There are so many platforms and tools to choose from—all optimized for different needs. It's critical to find the right fit.

Shrink the decision space and try before you buy

Identify your 'must-have' features and only consider solutions that meet those needs. Leverage free trials so you don't commit to a platform until you've seen it in your organization's ecosystem.

Get intel from trusted sources

Here are some questions to consider:

- ✓ How quickly can course content be delivered?
- ✓ Can the platform integrate into legacy systems?
- ✓ Is there off-the-shelf content available?
- ✓ How robust are the data and analytics features?

To dive even deeper, you can read about [the 24 most important LMS features](#).

SOLUTIONS

4

Elevating the role of L&D

Growing your people and educating your customers is an absolute necessity. Your learning platform should help by:

- ✓ Improving employee retention and engagement.
- ✓ Increasing customer loyalty and NPS.
- ✓ Growing revenue through increased sales effectiveness and customer satisfaction.
- ✓ Saving time and automating dull, manual tasks.
- ✓ Elevate L&D with data that proves the business impact of learning.

[Find a learning platform](#) that can do the above and you'll be well on your way to making learning a competitive advantage.

SOLUTIONS

Overcome these four challenges with one simple solution: the world's best learning suite.

Request a demo of [Docebo's learning suite](#) to see how it can help elevate L&D.

Request a demo

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