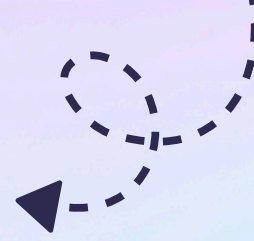


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## Mistakes L&D Teams Make When Adapting to New Trends



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1

### Focusing on the Tool, Not the Strategy

It's tempting to get excited about shiny new tech, whether it's AI, VR, or AR. But adopting a new tool without thinking about the why behind it can lead to wasted time, resources, and frustration. Instead of jumping straight into the latest trend, start by asking yourself how this trend fits into your broader learning strategy.

#### Quick Tip: Before integrating any new tool, ask these questions:

- What challenge does this trend solve for my team or learners?
- How does this align with our overall learning objectives?
- Will this enhance engagement or effectiveness, or is it just a cool gadget?

2

### Ignoring the Human Side of Change

When new trends hit, it's easy to focus on the technical implementation, but we can't forget the people behind the change. If your team isn't on board, or if your learners aren't fully engaged, even the most cutting-edge strategy won't be effective.

**Quick Tip:** Engage stakeholders early. Bring your team in on the conversation, provide opportunities for training and feedback, and keep communication open as you roll out the new trend. Empower your learners with the skills and understanding they need to embrace the change, rather than simply expecting them to follow along. Give them the time and support they'll need to adjust as things unfold.

3

### Failing to Measure Impact Right Away

It's easy to get caught up in the excitement of launching something new, but if you don't measure how it's impacting your learners and organization, how will you know it's working? Too often, L&D teams skip this step, only to realize later that the trend didn't bring the results they expected.

**Quick Tip:** Implement tracking tools early on. Whether it's learner feedback, performance metrics, or engagement analytics, make sure you have systems in place to measure the impact of the trend as soon as it's introduced. This way, you can make adjustments before things go off track.

