Brainstorming Session Executive Summary

This brainstorming session focused on improving the effectiveness, adoption, and reinforcement of training across the organization. Several common themes emerged:

1. Strengthening Leadership Reinforcement

Leaders play a critical role in ensuring training translates into real behavior change. To be effective, leaders need simple tools, consistent expectations, and ongoing support. Reinforcement should become part of regular meetings, coaching, and performance conversations.

2. Expanding Use of Microlearning

Short, focused training modules are easier to complete and retain. Spacing learning over time and pairing it with real-world practice increases adoption and reduces training fatigue.

3. Leveraging Data to Guide Training and Performance

Teams need clarity about which metrics matter and how to act on them. Training should include simple, practical guidance for interpreting data and connecting it to coaching, performance, and decision-making.

4. Building AI Literacy Across Roles

AI has strong potential to enhance training efficiency and learner support. However, employees need guidance on how to prompt effectively, verify AI output, and apply it responsibly in daily work. Role-specific use cases will increase confidence and adoption.

5. Simplifying Training Requirements and Increasing Accountability

Reducing outdated or duplicative training content will create a more focused learning experience. Clear timelines, reminders, and leader-led follow-up can help improve completion rates without creating additional burden.

Overall Direction

The path forward includes empowering leaders to champion training, reducing cognitive load for learners, and using data and AI as supportive tools. These shifts will create a more consistent, relevant, and sustainable training culture across the organization.