



# Building the Agile Future

L&D puts people and skills at the center of organizational success | [Explore Regional Insights](#)

We surveyed learning leaders from across Benelux to understand how effective L&D programs put people and skills at the center of organizational success.

“HR & L&D are roles moving towards being builders of culture through learning, and facilitators of transformation.”



Derek Bruce  
Global Lead Learning & PM Strategy, DSM

## The business case for L&D in Benelux

Learning and development (L&D) uses new influence to elevate people and their skills for business impact.

### Creating a culture of learning is the #1 priority

Top three focus areas of L&D for 2023

- 1 Creating a culture of learning
- 2 Aligning learning programs to business goals
- 3 Upskilling employees

### Learning is a cross-functional effort

L&D’s partnerships across HR and their companies keep getting stronger:

**69%** of L&D pros say their role became more cross-functional in the past year.

### Top Tip: Prioritise your own learning

L&D pros need to make time for their own skill building — it’s like putting on your own oxygen mask before helping others.

Top three fastest growing skills for L&D

#### Netherlands

- 1 Stakeholder Management
- 2 Analytical Skills
- 3 Employee Engagement

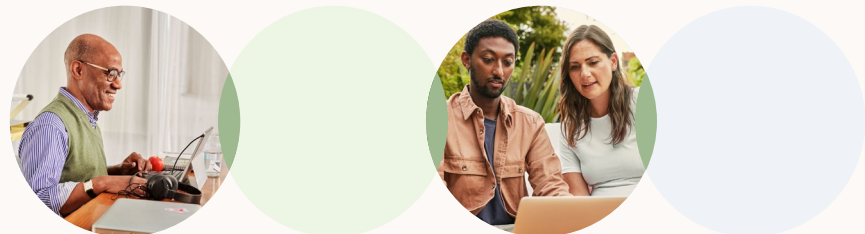
#### Belgium

- 1 Presentation Skills
- 2 People Development
- 3 Analytical Skills

#### Luxembourg

- 1 Project Coordination
- 2 Budgeting
- 3 Continuous Improvement

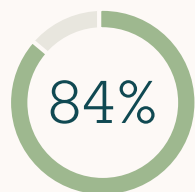
\* Excluding core L&D and HR skills, such as training and development, and instructional design.



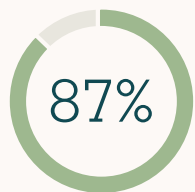
# Creating an engaged and resilient workforce

Aligning skill building with career growth helps engage employees — and unlock their potential

## L&D helps create people-centric organizations



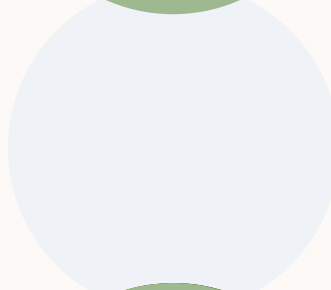
of organizations want to build a more people-centric culture.



of L&D departments are helping build a more people-centric culture.

#1

Employees' number one motivation to learn is "progress toward career goals."



## Learning helps retain your best employees

95%

of organizations are concerned about employee retention.

The number one way\* organizations are working to improve retention is by "providing learning opportunities."

\*global data from Workplace Learning Report

## Skill building holds the key to success

92%

92% of L&D pros agree that proactively building employee skills will help navigate the evolving future of work.

"To make learning effective, our initiatives must be strategic and aligned with organization's needs and goals, both now and the future."



Peter Liu  
Global Head of Learning & Development, Barco

As organizations seek ways to navigate shifting priorities, rising employee expectations, and economic uncertainty, learning will always help to build the skills and develop the people for a stronger future.

[Explore the full global report](#) for deeper insights, data, methodology and advice from global learning leaders.



# Top priorities to help Benelux L&D's lead the way in 2023

L&D pros need to make time for their own skill building — it's like putting on an oxygen mask before helping others.

## Tip: Improve your data literacy

The top three ways L&D pros are measuring success are vanity metrics, based on satisfaction with programs.



Employee satisfaction –  
measured via survey



Employee satisfaction –  
informal/qualitative feedback



Number of employees taking  
courses/training



**Business metrics fall to the middle or bottom of the list – these include**

Improved employee retention

Progress towards closing workforce skill gaps

Number of new skills learned per learner