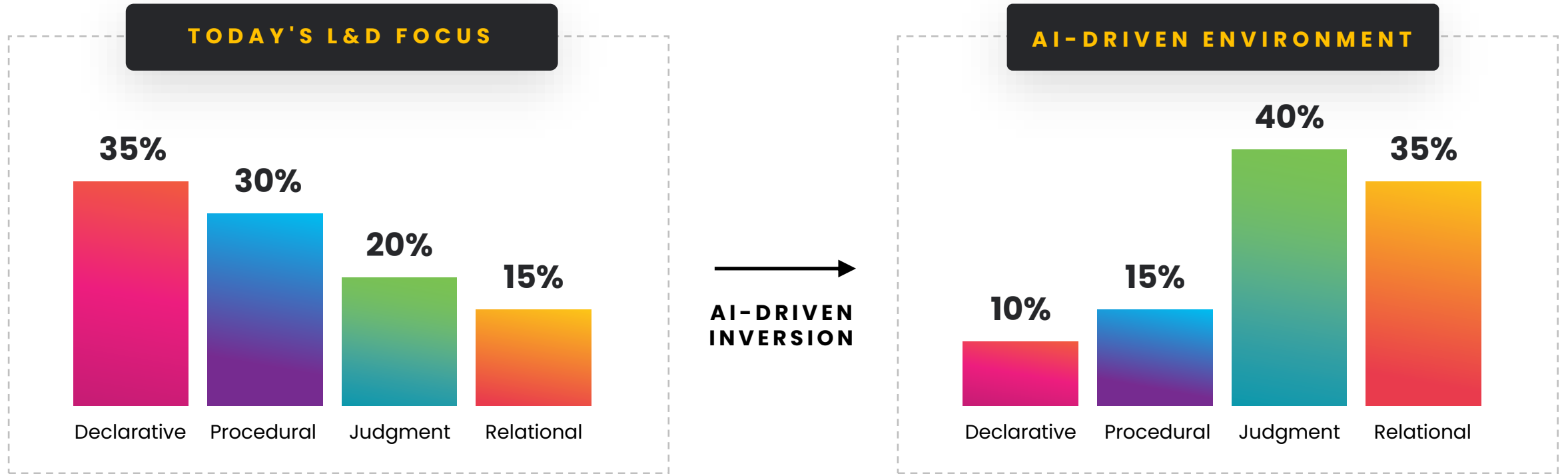


What L&D delivers vs. what the business will need.



THE INVERSION

In an AI-driven environment, the business needs L&D to spend 75% of its effort on judgment and relational capability —areas where most L&D organizations have the least experience, the fewest tools, and the weakest measurement frameworks.