What Employees Really Want from Training

Insights, Trends & Development Solutions

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Housekeeping

45-minute webinar

We’ll monitor Q&A throughout, and also leave time near the end for questions

Recording & Slides available after the session

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Introductions



Brandon Laws

MODERATOR

VP of Marketing & Product, **Xenium HR**



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SPEAKER

Managing Director of Learning & Development, **Xenium HR**

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U.S. Trends 2024 - Present

- 51% of CHROs put leadership and manager development among their top priorities for 2025. shrm.org
- Leadership development takes the top spot as the most coveted type of training among employees. talentlms.com
- 75% of employers say soft skills (communication, teamwork, etc.) are as critical as technical skills. oakinnovation.com
- 89% of organizations offer interpersonal skills training as one of their top five content areas. prweb.com
- Among Gen Z workers (age 18–24), mental health training ranked #1 as the most wanted development opportunity talentlms.com
- 59% of HR professionals anticipate a greater focus on employee well-being and mental health in 2025 shrm.org



What's Hot: Most-Requested Topics and Formats from Xenium clients, employees

Top Development Topics being requested across industries:

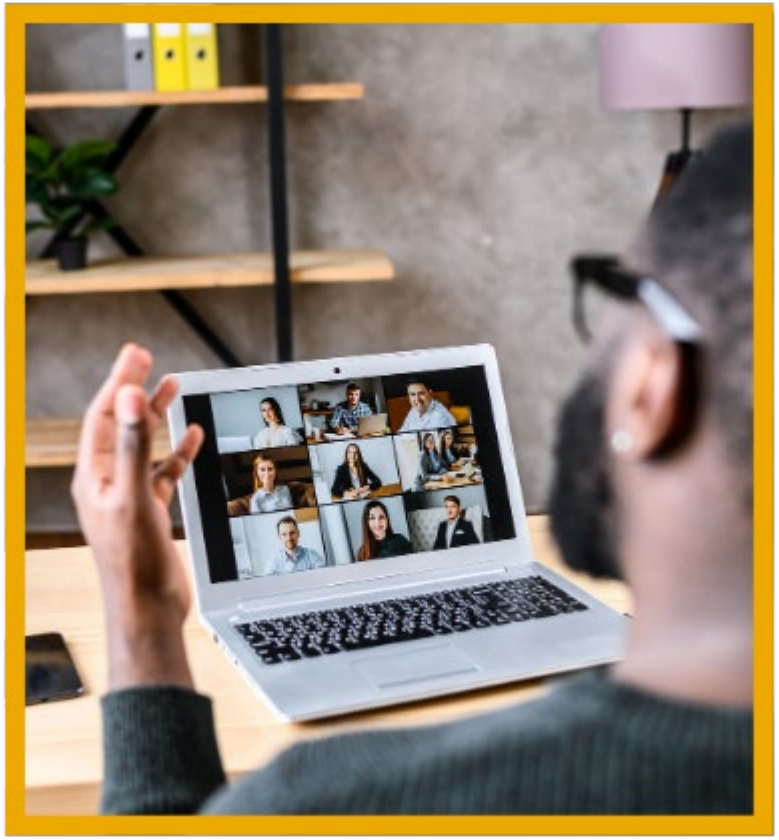
- Leadership Development #1
- Interpersonal, "Soft Skills" (Communication, Teamwork, Trust)
- Mental Health & Wellbeing
- How to use AI tools

Preferred Formats:

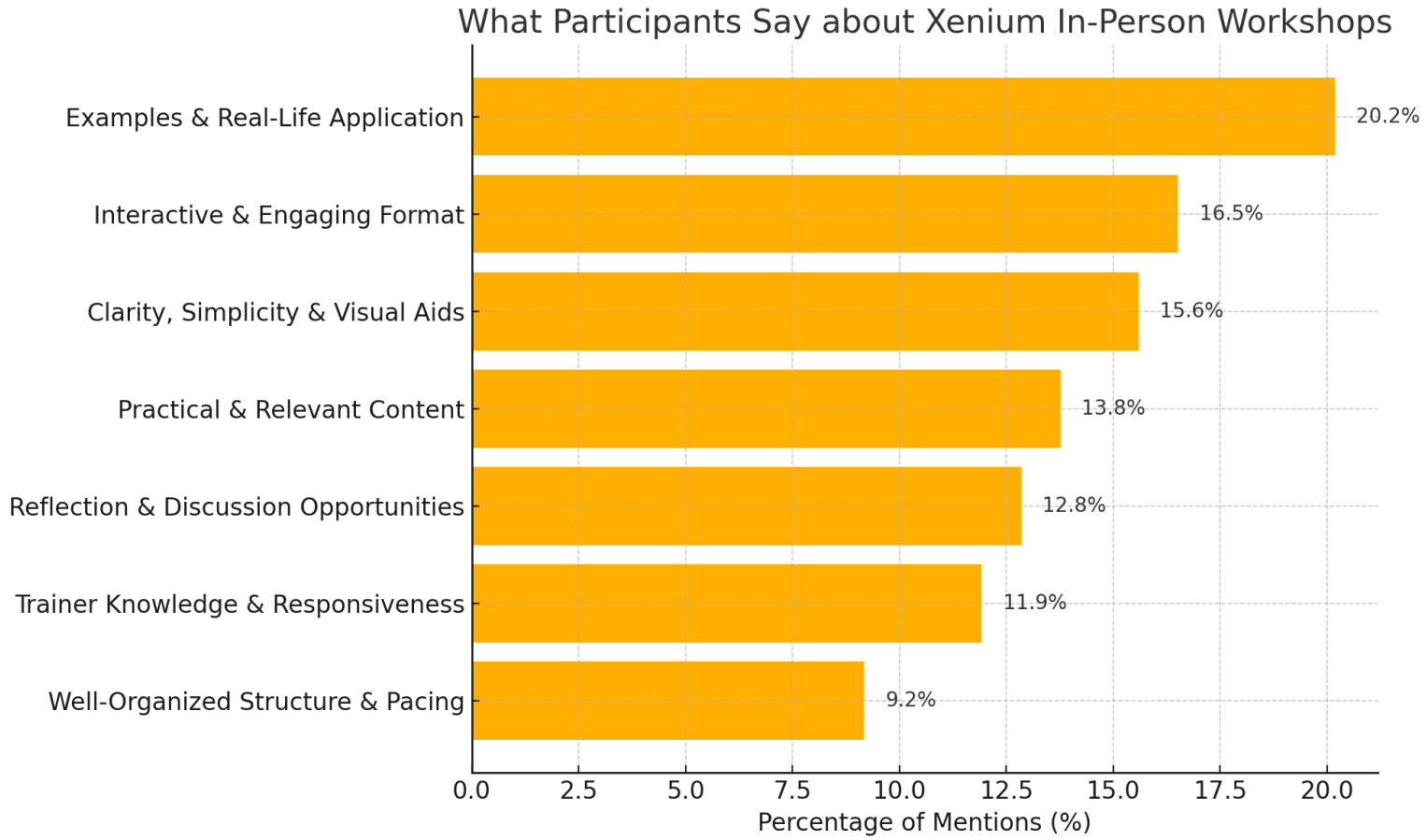
- Instructor-led / in person workshops
- Live virtual workshops
- Self-Paced e-Learning including Micro-learning
- Blended learning experiences

Xenium Data 2025

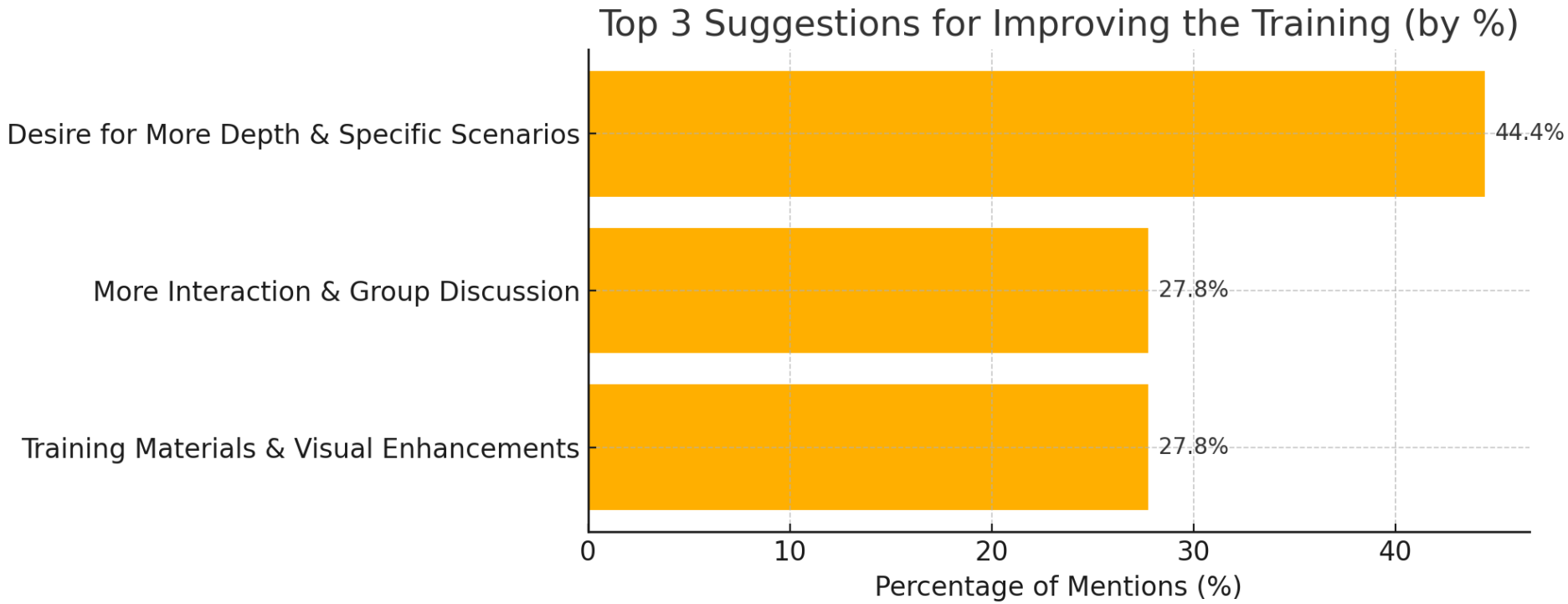
- 50% of participants surveyed in our live, virtual workshops said they would attend the training if it was offered in-person – even if it wasn't at their worksite.
- When asked "How can the training be improved?", the most common responses were:
  - More interaction (ex. group discussion/time to work through real world challenges/scenarios)
  - Videos demonstrating communication, soft skills
- 100% of respondents selected Agree or Strongly Agree that Xenium live, virtual workshops are: "Relevant" to their role and are "Engaging".



Xenium Data 2025



Xenium Data 2025



Reported Barriers to Participation in Training



Time constraints and workload pressure



Resource and support gaps



Limited accessibility and flexibility

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AGES Model to Optimize Learning

Neuroleadership Institute

Attention

Learning needs intentional focus. Distractions reduce retention, so trainings should be designed to grab and hold learners' attention—via novelty, interaction, or clear objectives.

Generation

Learners remember better when they must *generate* responses themselves—via answering questions, solving problems, or reflecting—rather than passively receiving information. This creates stronger neural connections.

Emotion

Emotional engagement (positive or negative) significantly enhances memory. Including emotionally resonant examples or stories in training makes content more memorable.

Spacing

Spreading learning over time—rather than in a single binge—supports long-term retention. Short, distributed sessions allow the brain to consolidate what's learned.

How Xenium is Meeting the Moment

Program Design:

- Bite-sized and social modules
- Incremental habits, practice
- Active Retrieval
- Learner autonomy

Blended Learning Format:

- Micro-learning (videos, podcasts, short courses)
- E-learning
- Live, virtual workshops
- Leadership Development Cohorts (early to mid-level leaders)
- Custom training development and instructor-led workshops

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Building a Learning Culture That Sticks

1. Determine the skills you want to train for based on your organization's business needs and desired outcomes.
2. Engage subject matter experts to help you curate a curriculum of already existing content that meet your learning objectives and needs and augment any new custom programming created.
3. Establish a network of learning and subject matter experts, partners, and vendors that have the tools to help you build, launch and then maintain your L&D program.
    - Integrate learning into the flow of work
    - Use feedback loops to improve training continuously
    - Support, recognize and reward learning

Q&A

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