

LEARNING & DEVELOPMENT

TRENDS IN 2026

LEADERSHIP DEVELOPMENT, TEAMSHIP,
PERFORMANCE AND PERSONAL EFFECTIVENESS

EXECUTIVE SUMMARY

In 2026, learning and development will continue to be a vital force in shaping leadership, culture and performance across organisations. Verosa's insights, drawn from client engagements, facilitator feedback, learner experience and current research reveal the following key themes likely to shape people development this year.

1.

Human + AI: Augmented leadership

Leaders are expected to combine emotional intelligence with AI fluency. We are seeing a growing demand for programmes that help leaders build trust, empathy and ethical judgment while confidently navigating AI-enabled environments.

2.

Complexity is the new normal

Change is no longer episodic, it's continuous. Leadership development now centres on thriving in complexity, balancing paradoxes and cultivating psychological safety. Resilience is viewed as a shared capability, not just an individual trait.

3.

Learning that adapts to context

Clients choose learning that flexes with their pace, priorities and culture. We're designing hyper-personalised journeys that align with strategic goals, using modular formats, dynamic credentials and tailored content that reflects each organisation's DNA.

4.

Teamship and cohort-based growth

Team-based learning is accelerating. We're seeing intact teams and cohorts lean into shared development experiences (coaching, peer learning and collaborative problem-solving) to build trust and drive performance together.

5.

Purpose, wellbeing and personal growth

Organisations embed wellbeing, purpose and personal growth into leadership programmes when they drive measurable outcomes. Our programmes strengthen resilience, clarity and energy, ensuring leaders thrive and contribute effectively to bottom-line performance.

6.

Coaching as a strategic lever

Coaching is now central to embedding learning, shifting behaviour and sustaining impact. Integrated at scale (individual, team and peer-led) it's a strategic lever, democratised beyond senior ranks to strengthen leadership effectiveness and drive real organisational change.

EXECUTIVE SUMMARY

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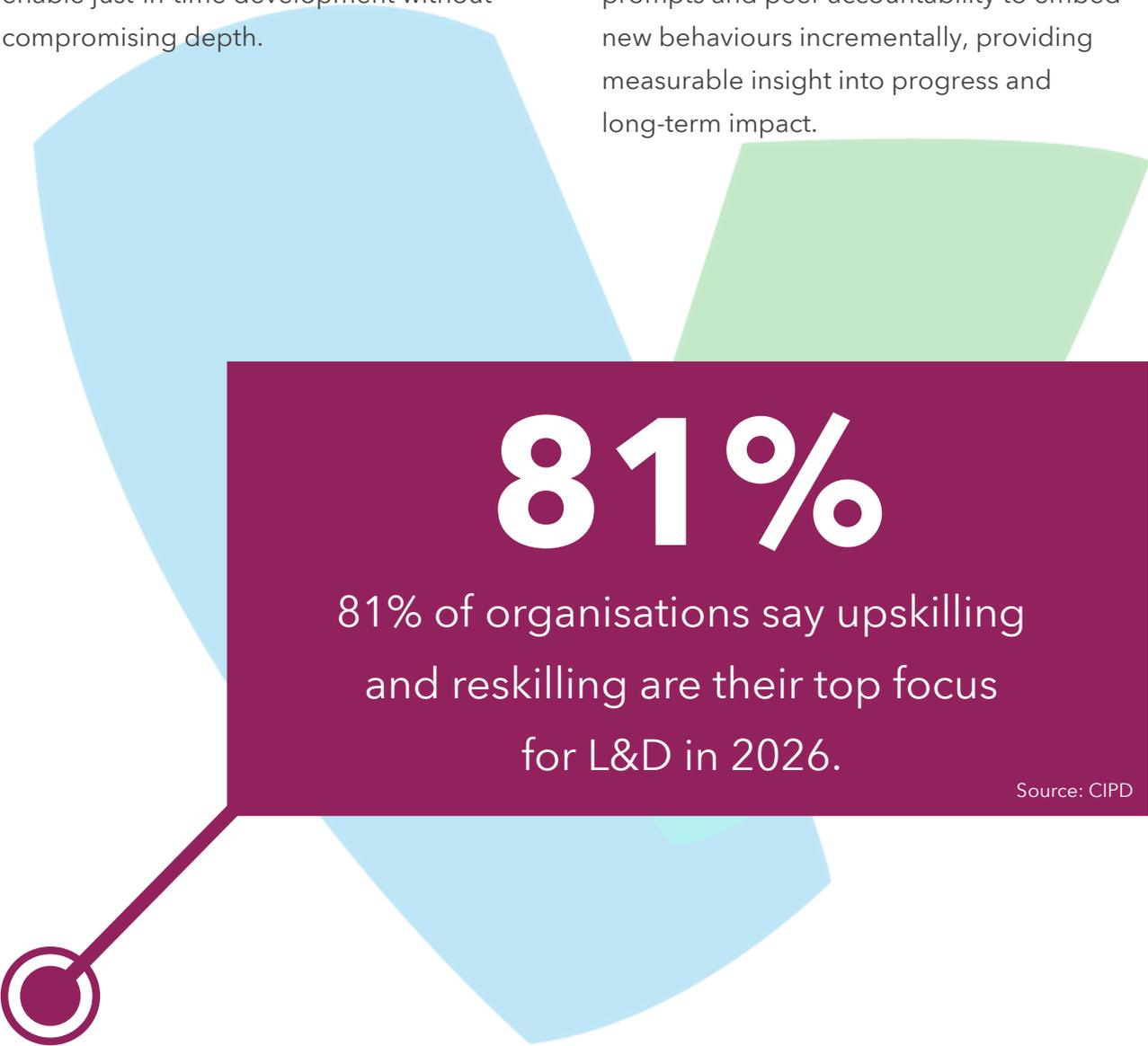
Fast, embedded and flow-based delivery

Speed and relevance are critical. We're delivering learning in the flow of work; short, focused sessions embedded into daily rhythms, supported by digital tools that enable just-in-time development without compromising depth.

8.

Behaviour change that sticks

Organisations emphasise learning that delivers sustained behavioural change. Programmes now integrate accessible tools such as habit trackers, nudges, reflection prompts and peer accountability to embed new behaviours incrementally, providing measurable insight into progress and long-term impact.



81%

81% of organisations say upskilling and reskilling are their top focus for L&D in 2026.

Source: CIPD



LEADERSHIP DEVELOPMENT TRENDS IN 2026

In 2026, leadership development must evolve and adapt to meet the demands of a world shaped by continuous disruption (VUCA-H, the ongoing rapid and often unpredictable changes that affect how organisations operate, compete and lead), AI integration and a renewed focus on human connection.

Organisations are investing in programmes that build capability, adaptability and purpose with a clear shift toward embedded, personalised and team-based learning. Verosa's insights from client engagements, facilitator feedback, learner experience and current research reveal several defining trends:

1. Human + AI: Augmented leadership

Leaders are now expected to pair emotional intelligence with AI fluency. This means not only understanding how to use AI tools, but also leading ethically and empathetically in AI-enabled environments.

According to AIHR's 2026 Future of Work report, 74% of organisations now include AI literacy in their leadership development programmes, up from 58% in 2024.

Programmes increasingly include modules on ethical decision-making, digital empathy and data-informed leadership. As Demis Hassabis, CEO of DeepMind, puts it: "AI won't replace leaders, but leaders who use AI will replace those who don't."

Leaders are trained to interpret algorithmic outputs with discernment, communicate transparently about AI's role, and foster trust in tech-mediated contexts.

One client in the IT sector shared: "We're not just training leaders to use AI, we're helping them lead teams who are learning to trust it." This reflects a broader shift: AI is no longer a technical add-on (previous sole use of Generative AI), but a leadership partner (adoption of Agentic AI in hybrid formats alongside human agents).

2. Complexity is the new normal

Change is no longer episodic, it's ambient. Leaders must thrive in complexity, balancing paradoxes such as stability vs. agility, autonomy vs. alignment and innovation vs. risk. A recent LinkedIn Learning report notes that mental agility and systems thinking are now ranked among the top five leadership capabilities for 2026.

Programmes focus on developing emotional regulation and psychological safety as foundational skills. Resilience is reframed as a collective capability. Rather than focusing solely on individual grit, organisations are building cultures that support shared adaptability through peer coaching, team reflection and inclusive decision-making.

One facilitator observed: “The most effective leaders aren’t just resilient, they help their teams become resilient together.” This shift toward collective resilience is shaping how organisations design leadership journeys.

3. Learning that adapts to context

Leadership development is becoming hyper-personalised. Organisations are moving away from one-size-fits-all programmes toward modular, flexible learning journeys that reflect their unique culture, pace and strategic priorities. This includes dynamic credentials (stackable, role-specific certifications that evolve with business needs) alongside tailored content and adaptive formats that respond in real time.

We’re designing learning that fits into the flow of work; short, focused sessions that align with leadership rhythms and challenges. Leaders can access bite-sized learning, digital nudges and peer-led discussions that reinforce key behaviours without disrupting their day-to-day responsibilities.

A senior HR leader in the financial services sector told us: “We needed something that felt like it was built for us, not just another off-the-shelf solution. The modular design made it easy to align with our business cycles.”

Josh Bersin’s 2026 Talent Outlook confirms this trend: “The future of leadership development is contextual, continuous and deeply embedded in the business.”

4. Teamship and cohort-based growth

Team-based learning is accelerating. We’re seeing intact teams and cohorts lean into shared development experiences including coaching, peer learning and collaborative problem-solving - to build trust and drive performance together.

Korn Ferry’s 2026 Leadership Pulse found that teams who learn together are 2.5x more likely to report high psychological safety and 3x more likely to meet performance goals. Programmes now include cohort-based simulations, peer coaching circles and team retrospectives that foster shared accountability and insight.

5. Purpose, wellbeing and personal growth

Delegates are asking for more than skills; they want meaning. Programmes increasingly support personal effectiveness, wellbeing and purpose, helping individuals thrive in their roles and contribute with clarity and energy.

Harvard Business Review's 2026 Leadership Trends report highlights that employees who feel their work aligns with personal purpose are 4x more likely to stay and 5x more likely to report high engagement.

Leadership journeys now include values exploration, resilience coaching and wellbeing modules that support both performance and fulfilment. We're seeing leaders ask not just, 'How do I lead?' but, 'Why do I lead?'

Leaders are more likely to be challenged to think three dimensionally, asking what they offer as leaders, what their teams need from them and what the environment they are operating in necessitates. That move is profound because it shifts leadership from a narrow focus on tasks and skills to a holistic practice of meaning-making, where leaders integrate their personal values, their team's needs and the demands of the wider environment into a purposeful, resilient and sustainable way of leading.

ENGAGEMENT IS AT RISK WITHOUT WELLBEING

THE 2026 EMPLOYEE ENGAGEMENT TRENDS REPORT SHOWS GLOBAL ENGAGEMENT FELL TO JUST 21% IN 2024, ITS LOWEST IN A DECADE, BUT HIGHLIGHTS THAT WELLBEING AND PERSONAL BENEFITS ARE EMERGING AS KEY LEVERS TO REVERSE DISENGAGEMENT.

6. Coaching as a strategic lever

Coaching is no longer optional, it's central to embedding learning and sustaining behavioural change. Organisations are integrating coaching at scale, including individual, team and peer-led formats.

Leaders receive support not just during programmes, but throughout their development journeys, helping them apply insights in real time and build lasting habits.

Indeed, coaching as a distinct leadership skill is helping democratise the practice, moving it beyond the preserve of senior executives to become a learning modality available to all.

McKinsey's 2025 study on leadership impact found that organisations with embedded coaching practices are 6x more likely to report sustained behaviour change post-training. Coaching is now seen as a strategic lever, not a luxury.

SUSTAINED CHANGE REQUIRES HABIT BUILDING

THE GALLUP STATE OF THE GLOBAL WORKPLACE 2025 REPORT FOUND THAT LEADERS WHO USE HABIT-BASED REINFORCEMENT TOOLS ARE 4X MORE LIKELY TO SUSTAIN NEW BEHAVIOURS AFTER TRAINING.

7. Fast, embedded and flow-based delivery

Speed and relevance are critical. We're delivering learning in the flow of work; short, focused sessions embedded into daily rhythms, supported by digital tools that enable just-in-time development without compromising depth.

According to Training Industry's 2026 L&D Forecast, microlearning and flow-based delivery are now used in 68% of leadership programmes globally. This approach allows leaders to learn, reflect and apply in real time, making development more practical and sustainable.

One facilitator described it as: Learning that moves with the leader, not around them.

8. Behaviour change that sticks

Organisations are placing greater emphasis on ensuring learning leads to sustained behavioural change.

Programmes now include simple, accessible ways to support post-session application, such as habit trackers, nudge-based tools, reflection prompts and peer accountability frameworks.

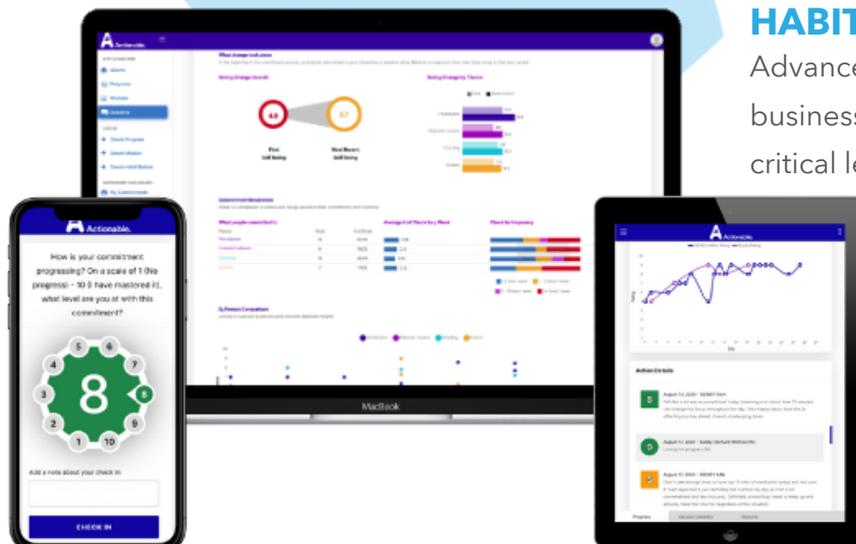
These mechanisms help delegates embed new behaviours incrementally, while offering measurable insight into progress and long-term impact.

At Verosa, we integrate Habit Builder into our programmes as a core element of sustained behaviour change.

This digital tool is designed to make new behaviours stick by extending learning beyond the classroom and into daily practice. Delegates are supported with simple, practical mechanisms such as habit tracking, personalised nudges, reflection prompts and peer accountability frameworks, enabling them to embed new habits incrementally.

HABIT BUILDER

Advance and measure the business impact of your mission critical learning programmes.





TEAMSHIP

TRENDS IN 2026

In 2026, teamship is no longer just about collaboration, it's about cohesion, adaptability and shared growth. Organisations are investing in team-based development not only to improve performance, but to build trust, break down silos and foster enterprise-wide agility.

Verosa's work with clients confirms that the team is now the fundamental unit of learning, innovation, and culture-building.

Team-based learning and development

The shift toward learning together as a team continues to accelerate. Instead of sending individuals to standalone training, organisations are increasingly enrolling intact teams in shared development experiences. This includes:

- ✔ **Team coaching**, where a professional coach works with a leadership team over multiple sessions to improve collaboration, decision-making and conflict resolution.
- ✔ **Action learning sets**, where cross-functional groups tackle real business challenges together, learning by doing, practicing peer coaching skills and strengthening internal networks.
- ✔ **Team labs and cohort-based programmes**, such as "High-Performing Team Accelerators," where teams learn concepts like group dynamics, psychological safety and inclusive decision-making then apply them directly to live projects.

Peer feedback is also gaining traction. Teams are being trained to give each other regular, informal, constructive feedback, run internal 360 reviews and use shared reflection tools. These practices accelerate trust and surface blind spots early.

As Korn Ferry's 2026 report notes:

Teams that learn together build shared language, shared norms and shared accountability - the trifecta of performance.

This approach also supports cross-pollination. Many programmes now include inter-team learning spaces, where multiple teams join for innovation workshops, retrospectives or peer coaching exchanges. This breaks down silos and fosters a culture of openness and shared learning.

Breaking down silos and enterprise collaboration

Beyond individual teams, organisations are focused on collaboration across boundaries. L&D is playing a strategic role in enabling enterprise-wide agility, helping teams connect, share and co-create across functions, geographies and hierarchies.

Leadership development includes cross-functional projects designed to simulate real business challenges. For example, a cohort might include leaders from finance, operations and marketing tasked with designing a unified customer experience strategy. This builds empathy, strategic alignment and systems thinking.

Companies are also launching:

- ✔ **Communities of practice**, where team leads share insights and troubleshoot common challenges.
- ✔ **Knowledge-sharing networks**, such as monthly “Teamship Forums” or cross-functional roundtables.
- ✔ **Job rotations and secondments**, allowing employees to spend time in other teams to build bridges and broaden perspective.
- ✔ **Cross-departmental mentorship programmes**, pairing leaders from different domains to foster mutual learning and break down silos.

AS ONE OF OUR CLIENTS SHARED

“WE’VE STOPPED THINKING IN TERMS OF DEPARTMENTS; WE THINK IN TERMS OF NETWORKS.”

OUR TEAMS FORM AND REFORM AROUND PROBLEMS, NOT ORG CHARTS.”

McKinsey’s 2026 insight reinforces this shift: De-siloing people development is the fastest path to organisational agility. When L&D supports networked collaboration, companies become more responsive, resilient and innovative.

In summary, teamship in 2026 is about more than your immediate team, it’s about how well teams connect, learn and lead together across the organisation.

L&D is increasingly tasked not just with developing people, but with developing networks of people. When done well, the result is a company where information flows freely, teams solve problems collectively, and culture becomes a shared asset.



TECH ENABLED SIMPLICITY AND REAL-TIME INSIGHT

In 2026, performance management is lighter, smarter and more responsive. Digital tools continue to streamline the process, allowing managers to focus on meaningful conversations rather than administrative burden.

Many platforms now include real-time feedback logging, AI-powered coaching prompts and analytics dashboards that surface trends in engagement, recognition and development.

For example, some systems alert HR if an employee hasn't received feedback in over 30 days, prompting a nudge to the manager. Others use sentiment analysis to flag feedback that may be overly critical or vague, helping managers refine their approach.

AI is used cautiously, often in partnership with human agents and other resources, primarily to crunch data and suggest development areas, not to make evaluative judgments. As one HR leader suggests:

"We use AI to support the human side of performance, not replace it."

The result is a performance cycle that feels continuous and humane. The dreaded year-end review becomes a recap, not a reckoning. Employees know where they stand and managers have a clear record of progress.

Yet even this lighter, smarter model carries risks. Continuous evaluation can create fatigue if employees feel they are always under scrutiny and the reliance on digital tools may gradually shift the balance from conversation to compliance.

Budget pressures also mean that organisations may be tempted to lean more heavily on automation, reducing the human nuance that makes feedback meaningful.

For context, Amazon's 2025 restructuring offers a telling example of the risks behind the optimism. In its largest corporate layoff to date, the company eliminated around 14,000 roles as part of a pivot toward generative AI, explicitly aiming to become leaner and less bureaucratic. This move showed how quickly managerial layers can be displaced when efficiency is prioritised over dialogue.

One internal survey at a Verosa client revealed that employee stress around reviews dropped by 47% after switching to monthly check-ins. The shift is palpable: performance conversations are now about growth and empowerment, not surprise.

Emphasis on engagement and wellbeing

The scope of performance management is evolving. It extends beyond output to include how employees function and grow, though in some environments, fear about sharing feelings complicates this shift.

Even so, the leadership role model has tilted on its axis, signalling a move toward managers who balance results with empathy and adaptability.

Managers are increasingly held accountable for team engagement metrics, often tracked via pulse surveys and wellbeing dashboards.

GALLUP'S 2026 REPORT FOUND:

TEAMS WITH HIGH ENGAGEMENT SCORES ARE 21% MORE PRODUCTIVE AND 59% LESS LIKELY TO EXPERIENCE BURNOUT.

This ties directly into the coaching model. Frequent check-ins allow managers to monitor morale, workload and stress levels and intervene early if required.

Many organisations now include career conversations as part of the performance cycle, with mid-year reviews focused solely on development and long-term goals.

To reflect this, some clients renamed their mid-year review the, 'future-fit conversation'. It's about where the employee wants to go, not just where they've been.

We also see the term, 'performance enablement' meaning, 'how do I get the best out of my team?' to reflect this shift. The manager's role is to remove obstacles, provide support and help employees do their best work.

In training, managers are taught to ask questions such as:

- Do you have what you need?
- What's getting in your way?
- How can I support you this week?

This compassionate approach is proving very effective. Managers are encouraged to view performance dips not as failures, but as signals often linked to stress, overwhelm or misalignment.

By addressing these proactively, they can resolve issues faster than any formal Performance Improvement Plan (PIP) ever could.

As one facilitator noted: Performance management has a heart now and that's what makes it sustainable.

At Verosa, we often describe the performance management cycle as the machine – efficient, structured and designed to keep things moving – but it is psychological safety that provides the fuel. Without that trust and openness, the gears grind; with it, the system runs smoothly, empowering both managers and employees to sustain progress.

Manager capability and maturity

From our client conversations, it's clear that organisations are at different stages of maturity in implementing these changes, from shifting away from annual reviews toward continuous cycles, to embedding digital platforms that log real-time feedback, to experimenting with AI-enabled coaching prompts and dashboards.

Some are still laying the foundations, while others are already re-shaping the manager role to balance efficiency with empathy and psychological safety.

Many HR leaders express a desire for managers to act more like coaches, but acknowledge skill gaps. This has led to a surge in demand for manager development programmes focused on feedback, coaching and goal-setting.

One client in the finance sector shared: We dropped numeric ratings, but our managers weren't ready for narrative reviews, so we brought in Verosa to help build those skills.

Another client in media wanted to shift to continuous feedback but worried about consistency. They asked for help designing a simple feedback framework and training managers to use it confidently.

VEROSA CLIENT SATISFACTION SURVEY

LINE MANAGERS ARE BETTER EQUIPPED TO MANAGE TEAM MEMBERS.

MANAGERS ARE MANAGING WITH MORE EMOTIONAL INTELLIGENCE.

These engagements reflect a broader truth: the success of modern performance management depends on manager capability.

We also hear growing interest in values-based performance. Organisations are aligning reviews with cultural priorities, for example, recognising innovation, collaboration or customer impact. This reinforces strategic alignment and helps employees see how their work contributes to the bigger picture.

The encouraging part? Employees are embracing these changes. At one client, after implementing a new check-in model, an internal survey showed an increase in perceived fairness and a boost in feedback clarity.

These results reinforce what we see across sectors: when performance management is done well, it drives engagement, retention and growth.



PERSONAL EFFECTIVENESS AND DEVELOPMENT TRENDS IN 2026

At the individual level, organisations are doubling down on empowering employees to be more effective, adaptable and fulfilled.

Learning and development initiatives are increasingly employee-centric and designed to meet people where they are and support growth on their own terms. Verosa's client engagements and industry research point to five dominant trends: personalised learning, future-focused skill building, wellbeing-driven development, productivity mastery and self-directed career growth.

Personalised learning experiences

In 2026, the one-size-fits-all approach to training is firmly out of favour. Organisations are investing in personalised learning journeys that reflect each employee's role, aspirations and development needs.

This is often powered by Learning Experience Platforms (LXPs) and AI-driven learning assistants that recommend content based on skill gaps, behavioural data and career goals.

For example, an employee in operations looking to build strategic thinking might receive a curated pathway that includes a short course, a peer-led workshop, and a podcast series. The system adapts as they progress surfacing new resources based on engagement and feedback.

71% of L&D leaders say adaptive learning platforms have significantly improved learner engagement and retention.

Source: Training Industry's 2026 Survey

Beyond digital tools, personalisation includes individual growth plans. Many organisations encourage employees to set two to three development goals annually, such as mastering a technical skill or improving communication, and receive support from managers and L&D to pursue them. This shift puts employees in control of their learning, fostering ownership and motivation.

Josh Bersin continues to champion this approach, calling it 'learning in the flow of work' where development is pulled by the learner, not pushed by the organisation.

Microlearning plays a key role: short videos, quizzes and podcasts allow professionals to learn in bite-sized moments, without disrupting their day.

In Verosa's experience, when learning is relevant, timely and self-directed, it becomes a habit not a chore.

Upskilling and reskilling for the future

With technology evolving rapidly, organisations are investing heavily in upskilling (building new capabilities) and reskilling (preparing for new roles). The goal is to become a skills-based organisation where talent is defined by capability, not just job title.

Instead of rigid job descriptions, companies are mapping out the skills they have, the ones they need and the gaps in between. This allows for more agile workforce planning and targeted development.

LINKEDIN'S 2026 WORKPLACE LEARNING REPORT

89% OF EXECUTIVES SAY SKILLS-BASED PLANNING IS CRITICAL TO FUTURE-PROOFING THEIR WORKFORCE.

To meet these goals, organisations are launching blended learning programmes that include online courses, nano-certifications, on-the-job rotations and peer-led workshops.

Employees earn digital badges or internal credentials when they master new skills, such as Python, AI prompt engineering, agile project management or customer journey mapping.

These badges serve as both motivation and visibility, helping managers quickly identify talent and match people to opportunities.

Career paths are being reimagined. Lateral moves are encouraged to build breadth. For example, a marketing analyst might rotate into customer success to gain account management experience, preparing them for a broader commercial role.

The rise of internal talent marketplaces allows employees to browse short-term gigs or cross-functional projects that match their skills and interests.



Wellbeing and work-life integration

In 2026, personal effectiveness is inseparable from wellbeing. Organisations recognise that burnout, stress and mental health challenges directly impact performance and they're responding with holistic support.

L&D programmes now include:

- ✔ **Courses** on stress management, mindfulness and emotional regulation.
- ✔ **Resilience training** focused on coping with change and adversity.
- ✔ **Seminars** on energy optimisation, boundary-setting and deep work strategies.

Company policies are evolving too. Flexible hours, remote work options and generous Paid Time Off (PTO) are now standard in many firms. Some host wellness weeks with optional workshops on yoga, nutrition and guided meditation. Others integrate micro-practices into the workday such as midday breathing prompts or reflective check-ins at the start of meetings.

One organisation we've worked with starts every team meeting with a question: What's one thing on your mind outside of work?

It's simple, but it changes the tone by shifting the focus from tasks to people and setting the stage for more open, empathetic dialogue.

Burnout prevention is now a leadership Key Performance Indicator (KPI). HR teams track indicators like excessive overtime, low engagement and unused vacation as early warning signs. Managers are trained to spot these signals and respond with empathy and support.

HR BREW'S 2026 REPORT

INVESTING IN WELLBEING CAN BOOST PRODUCTIVITY BY 12-18% AND REDUCE TURNOVER BY UP TO 25%.

The business case is clear, but so is the human case. Wellbeing isn't a perk anymore - it's a skill, and at Verosa we're teaching it like one.

Productivity, focus and energy management

In 2026, productivity training is evolving to meet the realities of hybrid work, digital overload and constant context-switching.

Employees are inundated with notifications, meetings and multitasking demands so L&D is helping them build focus, flow and energy management skills.

Many organisations are introducing initiatives like Make Time for What Matters - a workshop series designed to help employees rethink how they manage their calendars, prioritise deep work and protect focus time in a hybrid, distraction-heavy environment.

Classic time management techniques like the Eisenhower Matrix and Pomodoro remain relevant, but they've been adapted for today's workplace. Programmes now include:

- ✔ **Digital productivity training:** using Slack/Teams features to reduce noise, set boundaries and streamline communication.
- ✔ **Focus management workshops:** teaching employees how to carve out deep work time, manage energy peaks and reduce meeting fatigue.
- ✔ **Automation and AI tools:** helping employees eliminate repetitive tasks using macros, scheduling assistants and smart workflows.

This aligns closely with Verosa's Time Management, Planning and Prioritisation programme, which equips individuals with practical strategies to manage workload, optimise energy and focus on high-impact tasks.

L&D teams are also curating guides and microlearning content on tools like Notion, OneNote and Trello to help employees build personal systems for task management and note-taking.

The emphasis is on outcome-based work: measuring results, not hours. This shift fosters trust and encourages employees to optimise their habits.

Productivity isn't just about doing more, it's about doing what matters with clarity and intention.

In a world where digital volume can easily overwhelm even the most capable professionals, equipping individuals with strong productivity skills is essential. It reduces burnout, boosts output and enhances personal effectiveness across the board.

Self-directed career management

In the year ahead, career development is expected to be increasingly self-directed, exploratory and dynamic. With less linear career paths and the rise of internal mobility, organisations are empowering employees to take charge of their growth.

Programmes now include:



Career development workshops on personal branding, networking and portfolio building.



Internal career coaches and mentors available for consultation.



Career weeks and internal job fairs that showcase roles across departments.

When companies used to lose people when they got bored, now they can help employees find their next challenge - inside the company.

Employees are also given learning wallets – budgets or time allocations they can use for any development activity, work-related or not. This autonomy builds trust and often leads to unexpected skill gains.

Gen Z and Millennials, generally value growth and experience over tenure and L&D is responding by making opportunities visible.

Internal platforms now advertise:

- ✓ Stretch assignments
- ✓ Volunteer projects
- ✓ Cross-functional gigs
- ✓ Shadowing opportunities

GALLUP'S 2026 ENGAGEMENT DATA

EMPLOYEES WHO FEEL SUPPORTED IN THEIR GROWTH ARE 2X MORE LIKELY TO STAY AND 3X MORE LIKELY TO RECOMMEND THEIR EMPLOYER.

Companies are transitioning from the old corporate ladder to a career lattice where progress can be lateral, exploratory and self-defined.

Managers are trained to have career conversations separate from performance reviews, focused purely on aspirations and support.

The best organisations are embracing this philosophy by helping people chart fulfilling paths; not simply filling roles, but supporting meaningful, self-directed growth over time.

VEROSA IS ONE OF OUR FAVOURITE VENDORS TO PARTNER WITH AND ALWAYS A FIRST CHOICE WHEN WE'RE LOOKING FOR A PROVIDER.

THE FACILITATORS ARE EXTREMELY KNOWLEDGEABLE, CAN CONNECT WITH OUR EMPLOYEES AND ALWAYS DELIVER A PHENOMENAL PROGRAMME.

THE SUPPORT BEFORE, DURING AND AFTER ALSO SETS VEROSA APART.

Source: Verosa Client Satisfaction Survey



CONCLUSION

The corporate L&D landscape in 2026 builds on the momentum of 2025 by continuing to evolve as a strategic, human-centred force that shapes how organisations lead, collaborate, perform and grow.

What began as a shift toward agility and people-first development has deepened into a more integrated, personalised and emotionally intelligent approach to learning and performance.

Leadership development has matured from teaching adaptability to embedding inclusive, strengths-based leadership as a daily practice. Teamship has moved beyond collaboration to embrace shared ownership, psychological safety, and collective growth. Performance management has transformed from a feedback mechanism into a continuous coaching model that blends development, wellbeing and real-time insight. And personal effectiveness is no longer just about skills, it's about helping individuals thrive through autonomy, resilience and meaningful career journeys.

Industry voices continue to reinforce these shifts. Josh Bersin's 2026 commentary highlights the rise of 'learning ecosystems' where AI, LXPs and skills intelligence converge to create seamless, self-directed growth.

Gartner's latest guidance urges L&D leaders to build manager capability as a multiplier of engagement and performance.

McKinsey and Korn Ferry both emphasise the role of empathy, inclusion and psychological safety in driving innovation and retention.

Gallup's data shows that organisations investing in continuous feedback, career development and wellbeing outperform peers on every major engagement metric.

Importantly, these changes are not just strategic; they're cultural. Employees are driving demand for growth, clarity and support. They want leaders who coach, teams that listen and workplaces that care.

Our client engagements reflect this: organisations are asking for help with manager development, peer learning, performance enablement and personalised learning journeys. They're simplifying processes, investing in wellbeing and rethinking career paths to meet the expectations of a workforce that values purpose and progress.

In 2026, L&D is not just a business function, it's a cultural engine. It touches every part of the organisation, from leadership and team dynamics to performance and personal growth.

TOGETHER, THE TRENDS IN THIS REPORT POINT TO A WORKPLACE WHERE PEOPLE ARE EQUIPPED TO ADAPT, MOTIVATED TO CONTRIBUTE AND SUPPORTED TO GROW.

ORGANISATIONS THAT EMBRACE THESE TRENDS AREN'T JUST FUTURE-PROOFING; THEY'RE FUTURE-BUILDING.

EVEN IN A WORLD DEFINED BY CONSTANT CHANGE, ONE COMPETITIVE ADVANTAGE REMAINS TIMELESS: A WELL-LED, WELL-ENGAGED, AND WELL-PREPARED WORKFORCE.

L&D IS THE ENGINE BEHIND THAT ADVANTAGE, MAKING IT ONE OF THE MOST EXCITING AND IMPACTFUL SPACES TO WATCH IN 2026.

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