

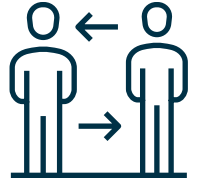


How can your team best prepare for 2025?

Companion discussion guide for Blanchard's 2025 HR/L&D Trends Survey



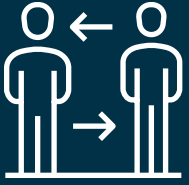
Blanchard's 2025 HR/L&D Trends Report provides a clear view of the challenges and opportunities HR and L&D professionals face in the year ahead. Use this discussion guide to facilitate meaningful team conversations, identify priorities, and create an action plan to address the most critical needs.



Focus on Talent Retention and Acquisition

Evolve retention and hiring strategies to address employee challenges and create a culture that attracts skilled talent.





Focus on Talent Retention and Acquisition



What strategies are you currently using to retain talent? Are they effective?

How can you address issues like burnout, career growth, and compensation?

How can you better align your culture to attract people with needed skills?



Modernize Learning & Development Approaches

Leverage technology and flexible training modalities to design learning experiences that meet diverse workforce needs.





Modernize Learning & Development Approaches



How can you balance customized and off-the-shelf training to meet needs?

Are you offering flexible training modalities to cater to diverse learning styles?

What technology can you adopt to make training more agile and scalable?

Tackle Employee Engagement and Well-Being



Prioritize initiatives that enhance engagement and create a workplace where employees feel valued and empowered to thrive.





Tackle Employee Engagement and Well-Being



What steps are you taking to improve employee engagement?

How can you enhance recognition, well-being, and career development for your workforce?

Are there opportunities to promote work-life balance more effectively?



Take a Strategic View on Budgeting and ROI

Align budget priorities with business outcomes and demonstrate the ROI of learning initiatives through data-driven insights.





Take a Strategic View on Budgeting and ROI



How are you currently measuring the impact of your L&D program(s)?

How can you better align training with business outcomes?

What cost-effective solutions can you explore to maximize impact?



Leadership Development Growth

Strengthen leadership development programs to build empathetic, adaptable leaders prepared for the challenges of tomorrow.





Leadership Development Growth

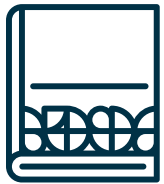


Does your current leadership development training address the right challenges for your organization?

Which leadership competencies are your current leaders missing?

How can you incorporate more mentoring, coaching, and experiential learning opportunities?

Next Steps



Share the Report:

Make sure all team members have access to the full 2025 HR/L&D Trends Report.



Host a Team Session:

Use this guide to facilitate an open and focused discussion.



Align on Priorities:

Decide on actionable next steps and assign ownership to keep momentum going.

Partner with Blanchard to help guide your 2025 strategy.

Blanchard® is a global leader in leadership development, consulting, and coaching. For more than 45 years, Blanchard has partnered with organizations to maximize individual achievement and organizational performance – bringing measurable progress and true transformation. Blanchard’s SLII® is the global leadership model of choice, powering inspired leaders for more than 10,000 organizations worldwide. Blanchard also offers a suite of award-winning solutions through flexible delivery modalities to meet the specific needs of clients and learners.

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