

Tinkering vs Reinvention

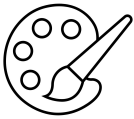
The Strategic Choice Facing L&D

EGLE VINAUSKAITE | NODES

Learnovation

October 2025

AI uses in L&D



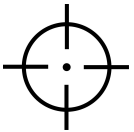
Learning design and content

Course outlines
Learning activities
Multimodal content



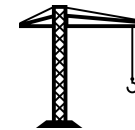
Data analysis

Feedback analysis
Data analysis
Data management



Personalisation

Adaptive learning
Content curation
Tailored content



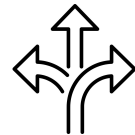
Performance support

Task assistants
Copilots
Knowledge mgmt



Skills practice

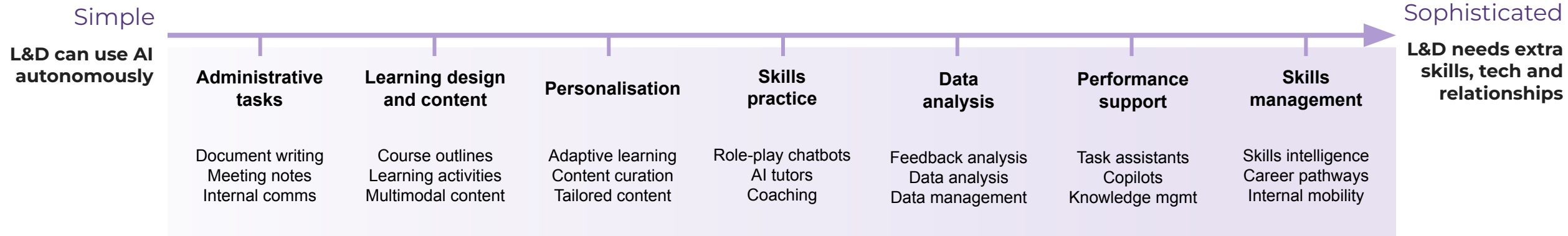
Role-play chatbots
AI tutors
Coaching



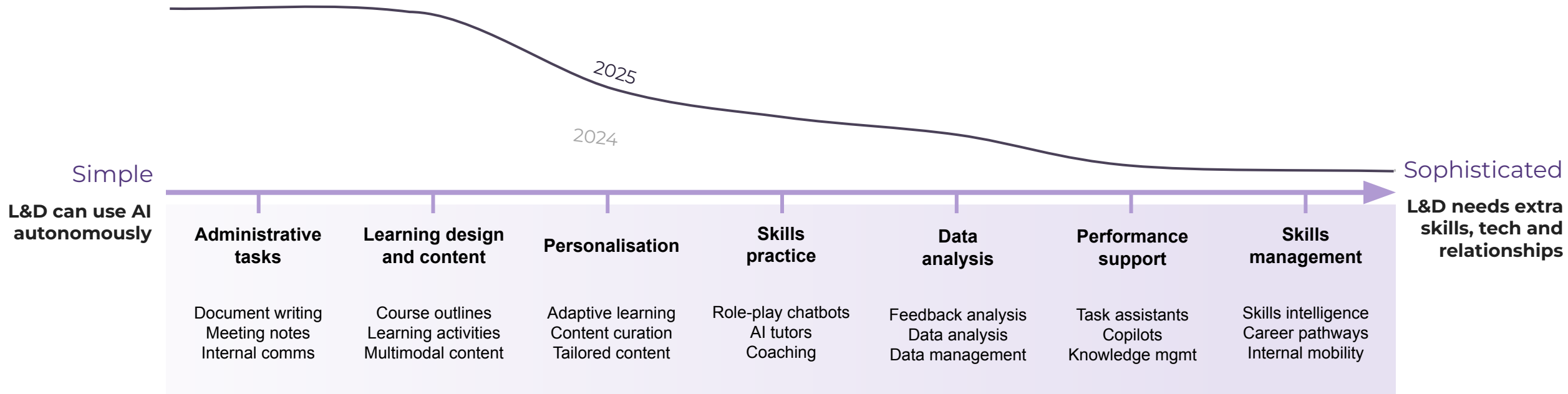
Skills management

Skills intelligence
Career pathways
Internal mobility

AI in L&D Complexity Scale



AI in L&D Complexity Scale



“When we start talking about AI in learning, we end up talking about the world”

- Lars Hyland

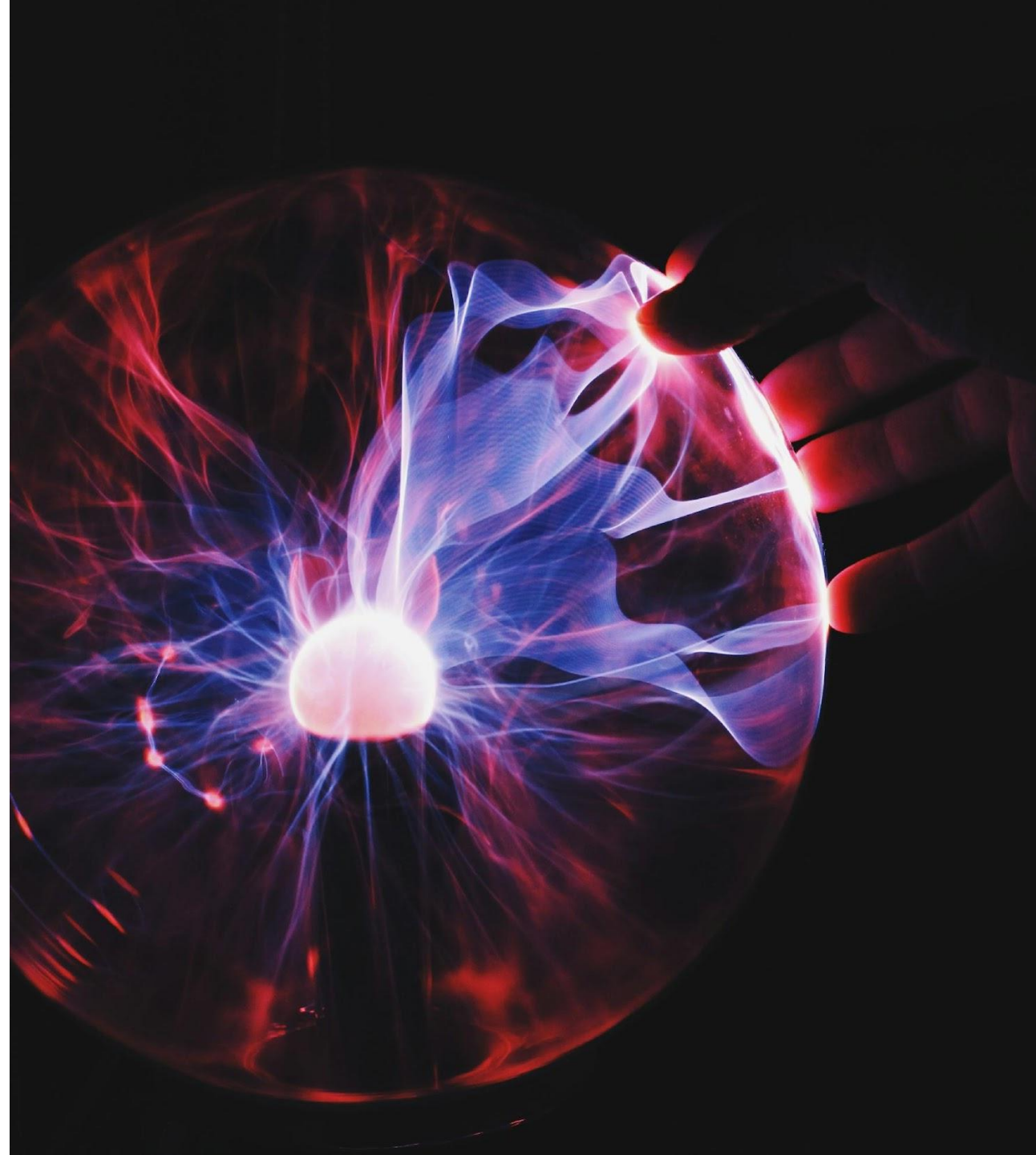


POV on FOW

Pace of change



Performance equation



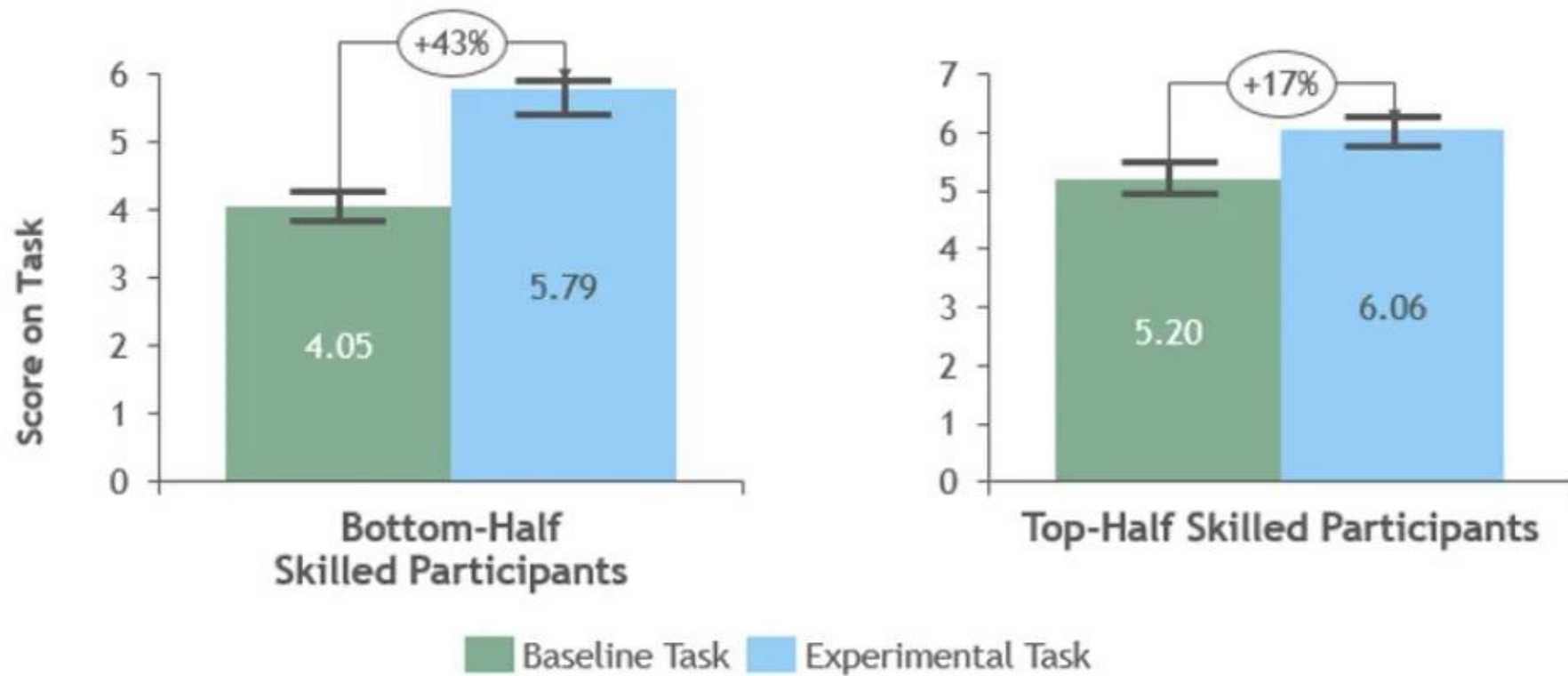
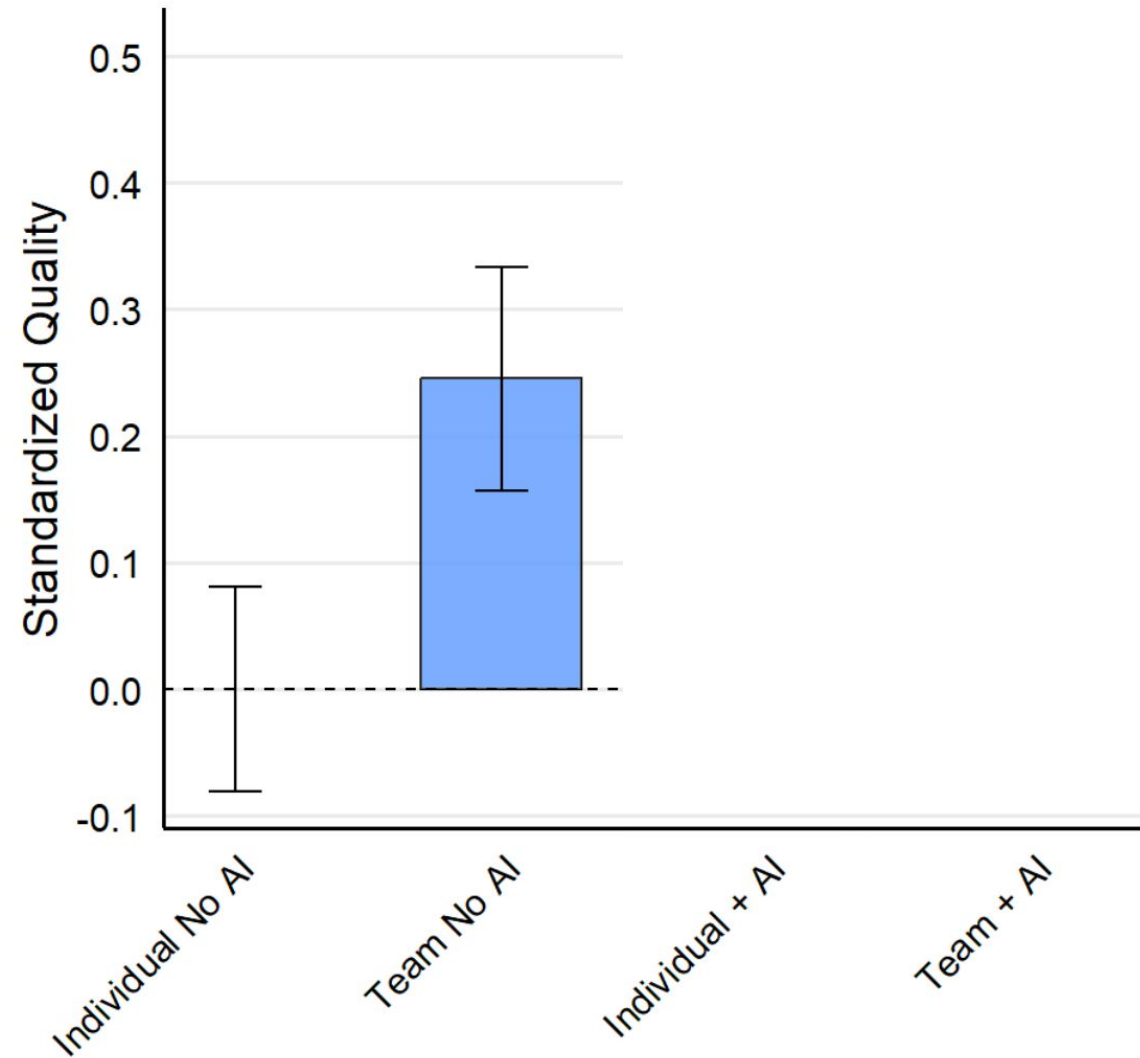
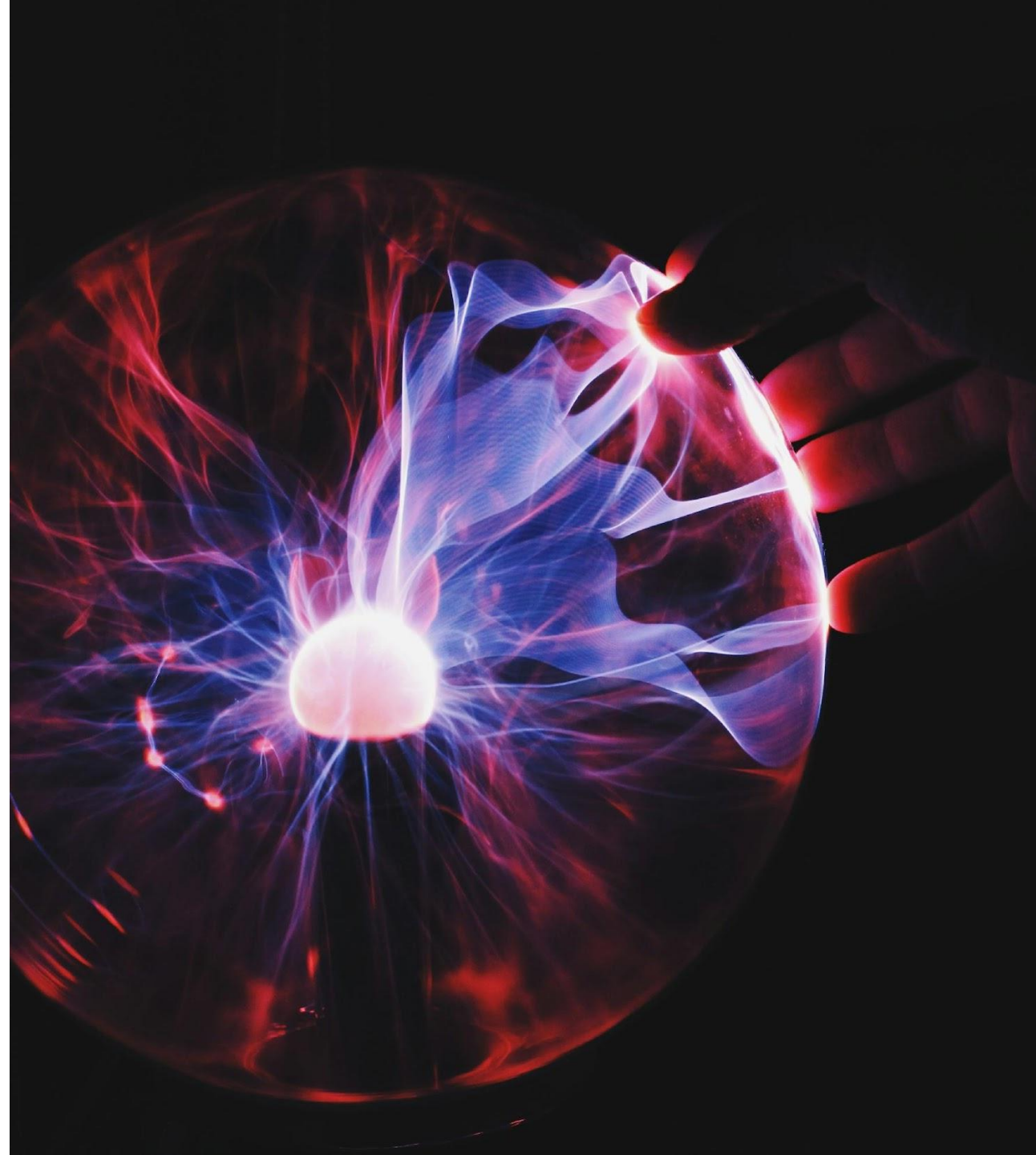


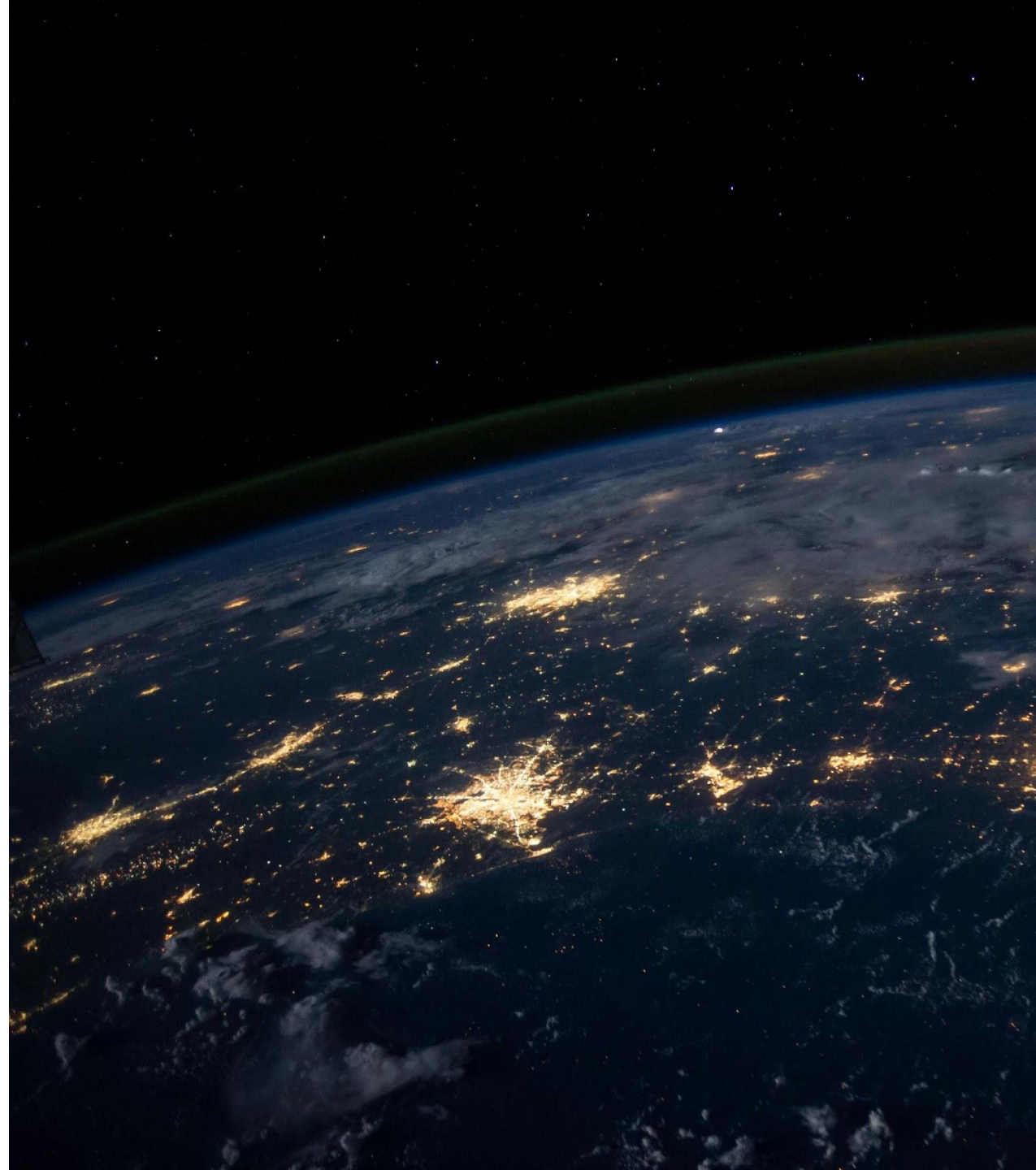
Figure 2: Average Solution Quality



Performance equation

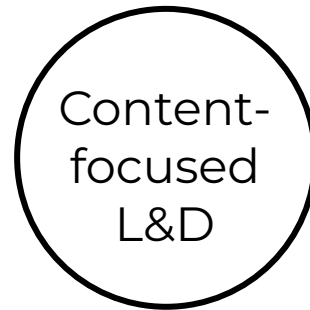


Integration **VS** **Decentralisation**



The **evolution** of L&D
isn't keeping up with the
revolution in the world of
work

**Skills
Authority**



Skills authority

EXAMPLE:

CUSTOMER SERVICE OUTSOURCING

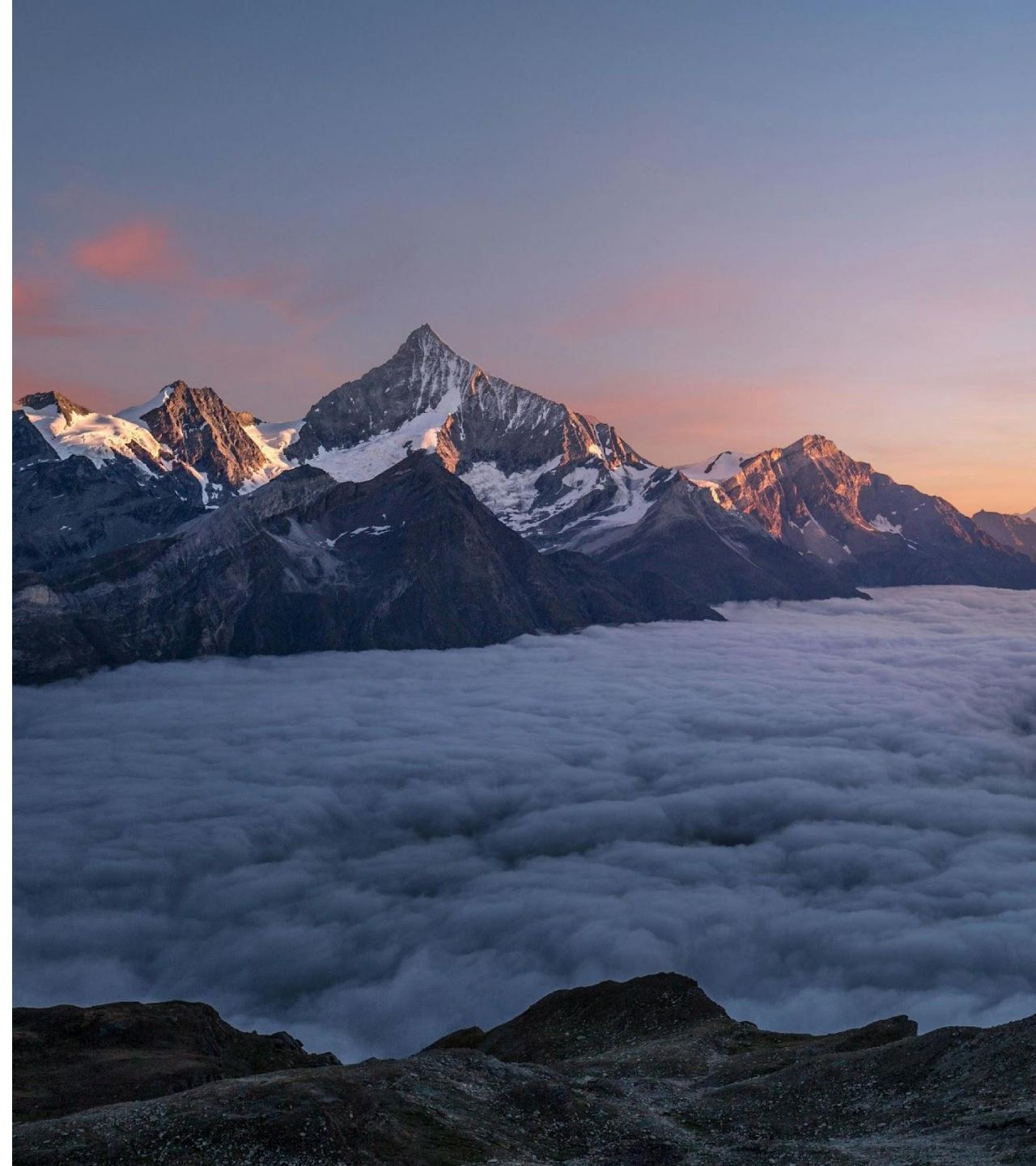
Enablers:

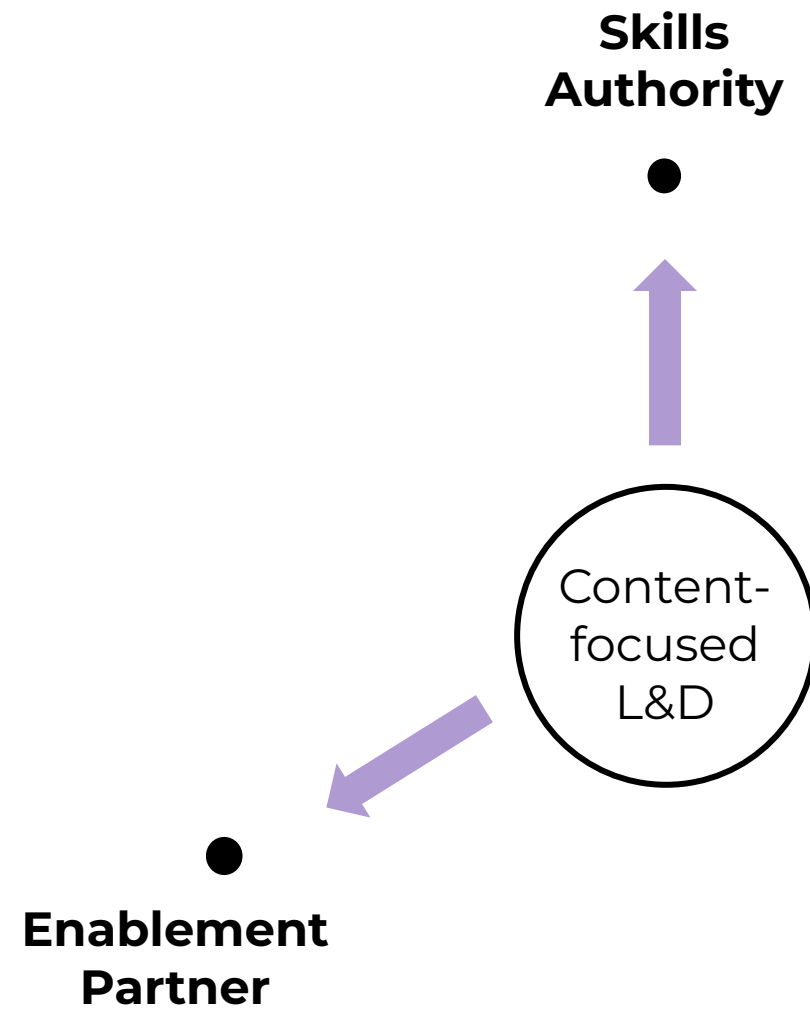
Skills infrastructure

Deep learning expertise

Role:

Strategic upskilling





Enablement partner

EXAMPLE:
CONSULTING FIRM

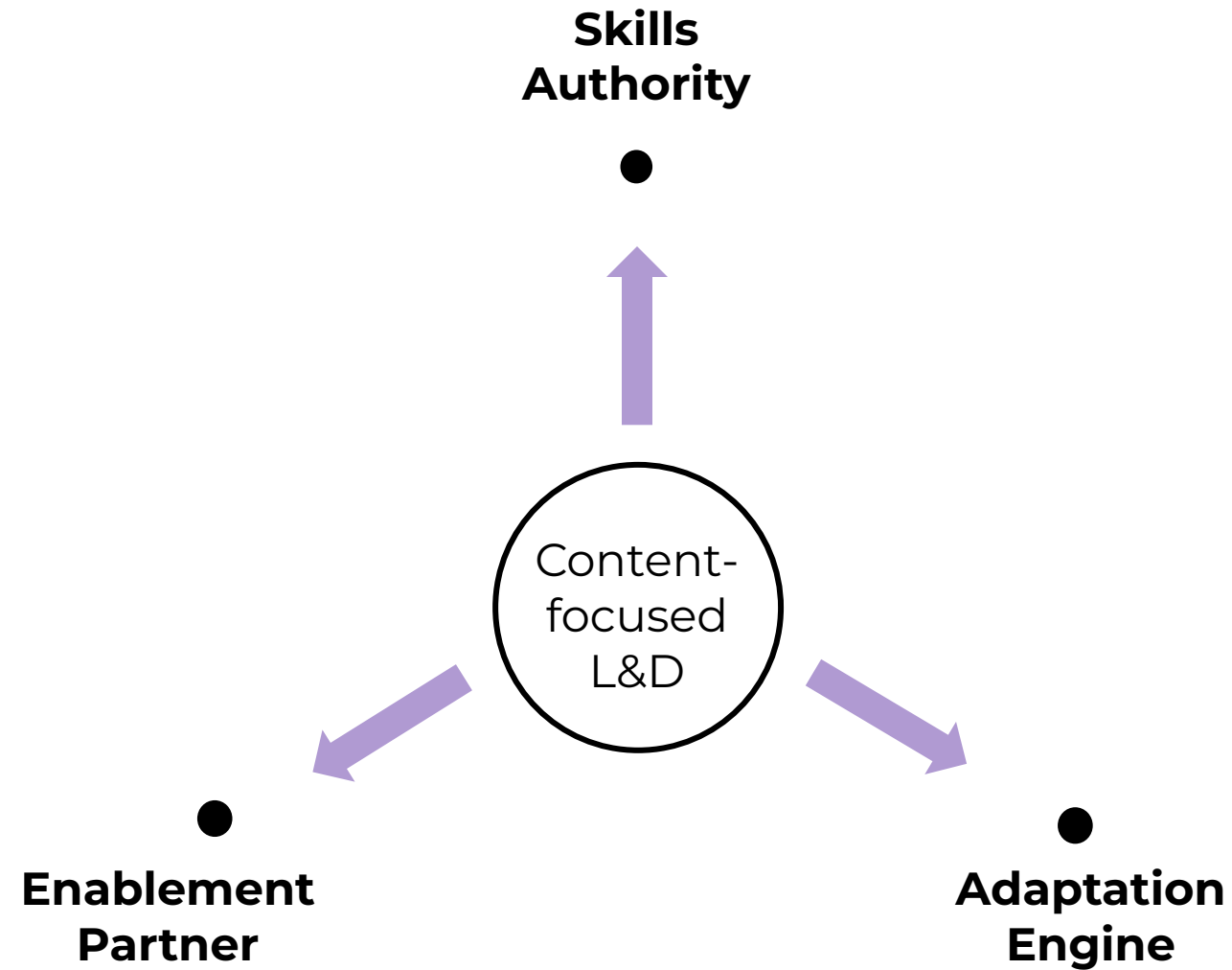
Enablers:

Infrastructure
Processes
Culture

Role:

Enabling grassroots solutions





Adaptation engine

EXAMPLE:

TECH SCALE-UP

Enablers:

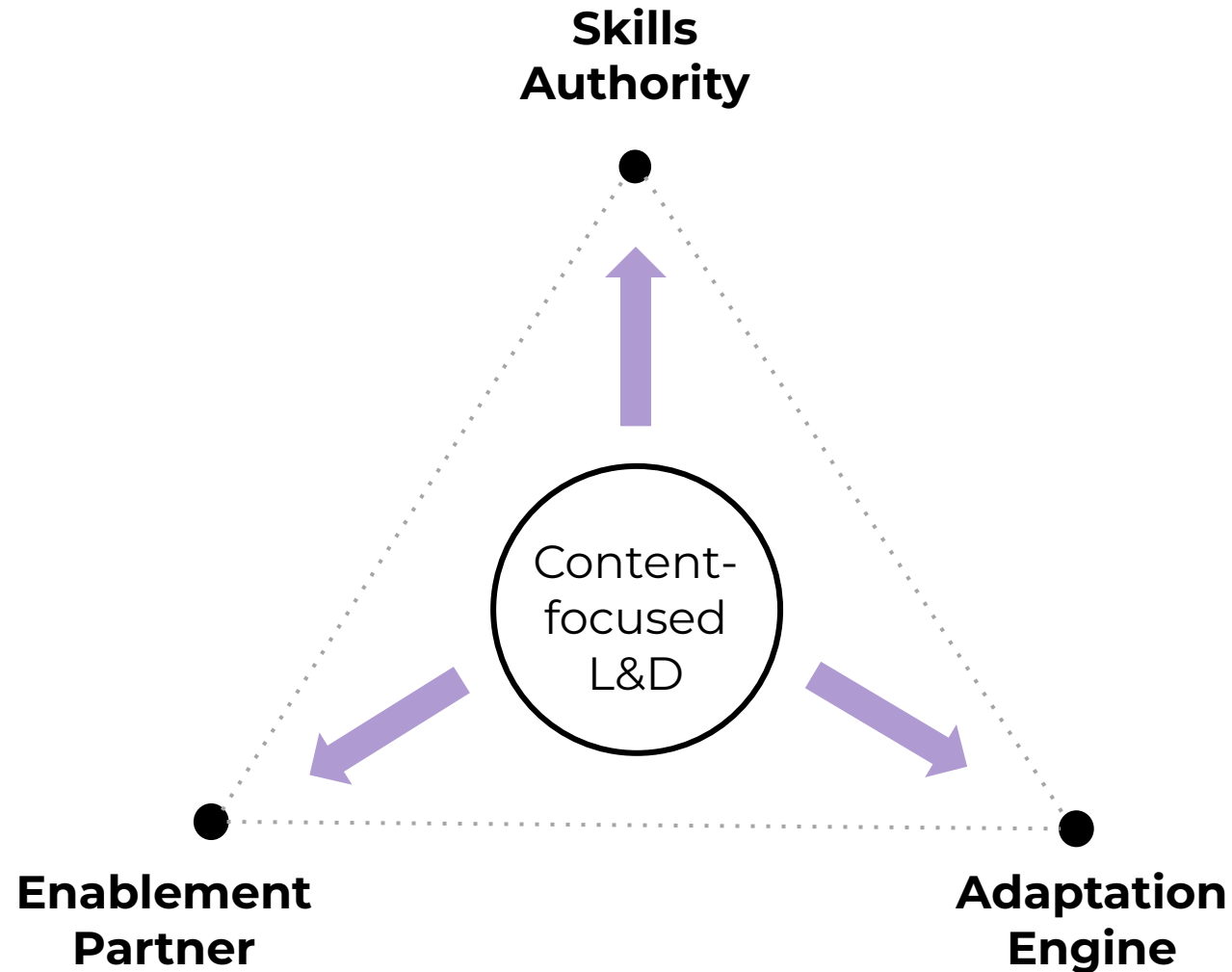
Redesign of skills and roles

Role:

Solving problems end-to-end



The Transformation Triangle



Thank you

EGLE VINAUSKAITE

LinkedIn: www.linkedin.com/vinauskaite

Email: egle@nodes.works

Reports: nodes.works/reports

Newsletter: nodes.works/newsletter

Follow me
on
LinkedIn

