



# Building the Agile Future

L&D puts people and skills at the center of organizational success | [Explore the full global report](#)

We surveyed learning leaders across India to understand how effective L&D programs put people and skills at the center of organizational success.

“Career development is fundamental to our employee value proposition, and learning is a key business metric.”



Rainish Borah  
Global Head of Organization Effectiveness & Learning, WNS Global Services

## The business case for L&D

Learning and development (L&D) uses new influence to elevate people and their skills for business impact.

### Upskilling employees is the #1 priority

Top four focus areas of L&D in India for 2023

- 1 Upskilling their employees
- 2 Aligning learning programs to business goals
- 3 Creating a culture of learning
- 4 Improving employee engagement



### Investment in learning is expected to grow

71%

of L&D leaders in India expect to have more spending power in 2023.\*

\* Only 1% of L&D pros surveyed expect their overall budget to decrease in 2023.

### Learning is a cross-functional effort

L&D’s partnerships across HR and their companies keep getting stronger.

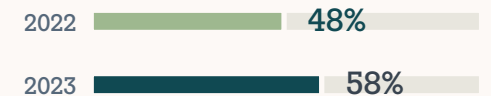
72%

of L&D pros say their role became more cross-functional in the past year.

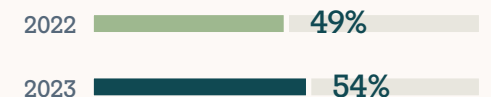
### L&D is working more closely with HR peers

The percentage of L&D pros working more closely with leaders has grown year over year.

#### With Talent Management/Development

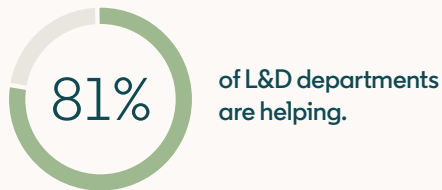


#### With Employee Engagement

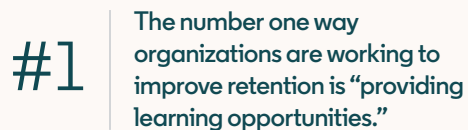
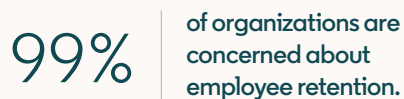


# Creating an engaged and resilient workforce

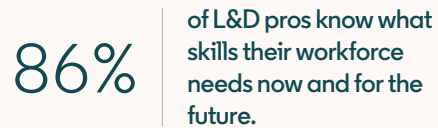
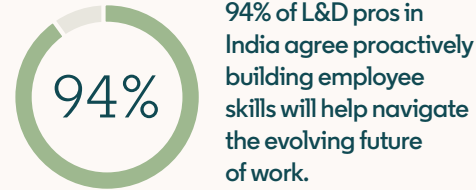
## L&D helps create people-centric organizations



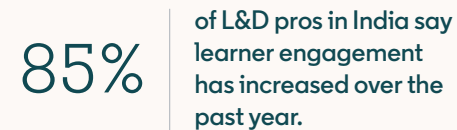
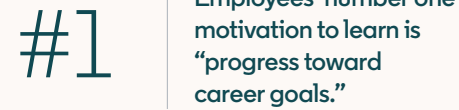
## Learning helps retain your best employees



## Skill building holds the key to success



## Aligning skill building with career growth helps engage employees — and unlock their potential



“Companies that hire for skills and cultivate a culture of internal mobility by investing in upskilling and learning opportunities will find it easier to attract and retain top talent.”



Georgina O'Brien  
Director, APAC Learning and Engagement,  
LinkedIn

As organizations seek ways to navigate shifting priorities, rising employee expectations, and economic uncertainty, learning will always help to build the skills and develop the people for a stronger future.

[Explore the full report](#) for deeper insights, data, and advice from global learning leaders.