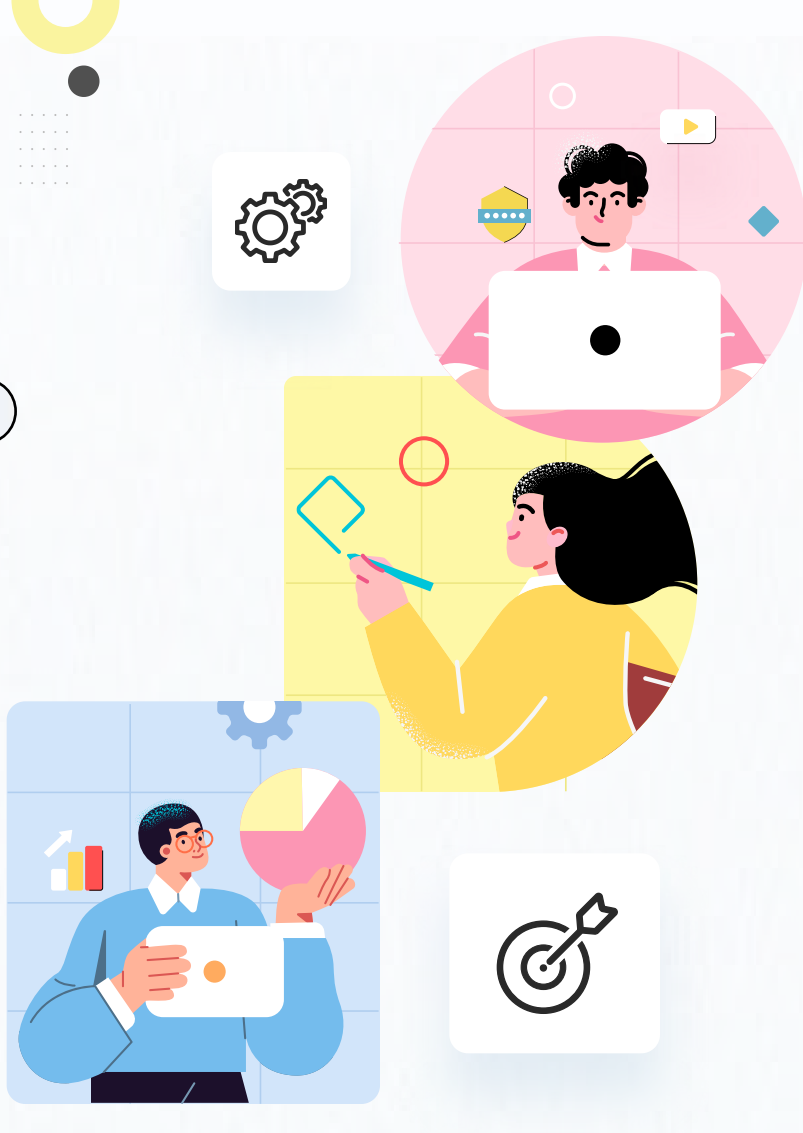


The future **workplace** will be quite different from the present. **Insurers prioritizing Learning and Development (L&D) goals** will succeed in the coming years.

It is recommended that they start their success journey by taking measures to reduce challenges in the **Insurance Training Programs** ▶

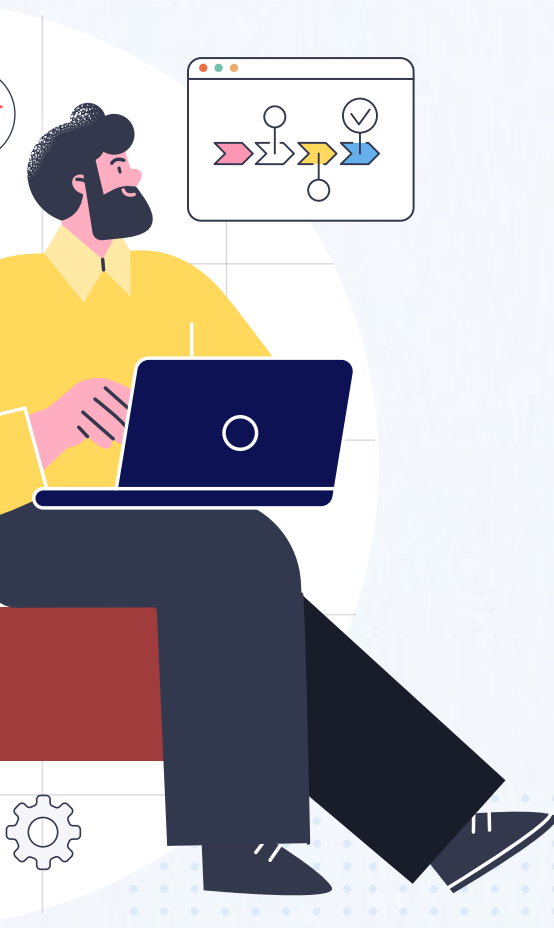


8 Tips to **Overcome L&D Challenges** in the **Insurance Sector**

01

Set Clear Learning Objectives

Setting clear goals may be the training's most critical yet overlooked part. Employee surveys and satisfaction scores will help create training programs focused on individual employee development.



02

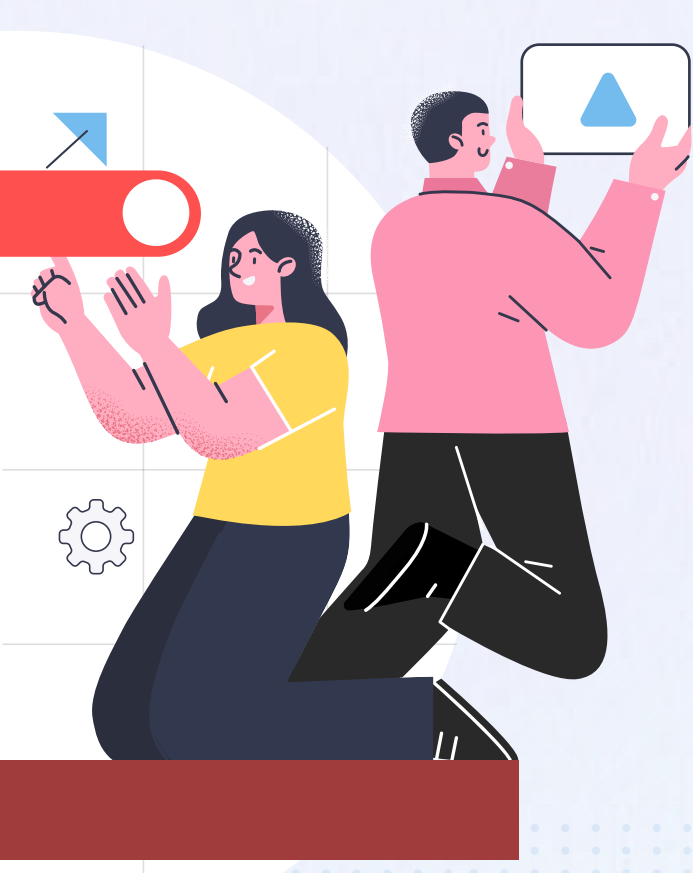
Allow Learning in The Flow of Work

Microlearning and m-learning give employees a sense of discipline and independence to control their training. This way, employees can learn at their preferred time, from anywhere, and on any device.

03

Supplement Performance Support Tools

eBooks, interactive PDFs, and quick reference guides complement insurance training programs. These performance support tools will provide on-the-job support when needed.



04

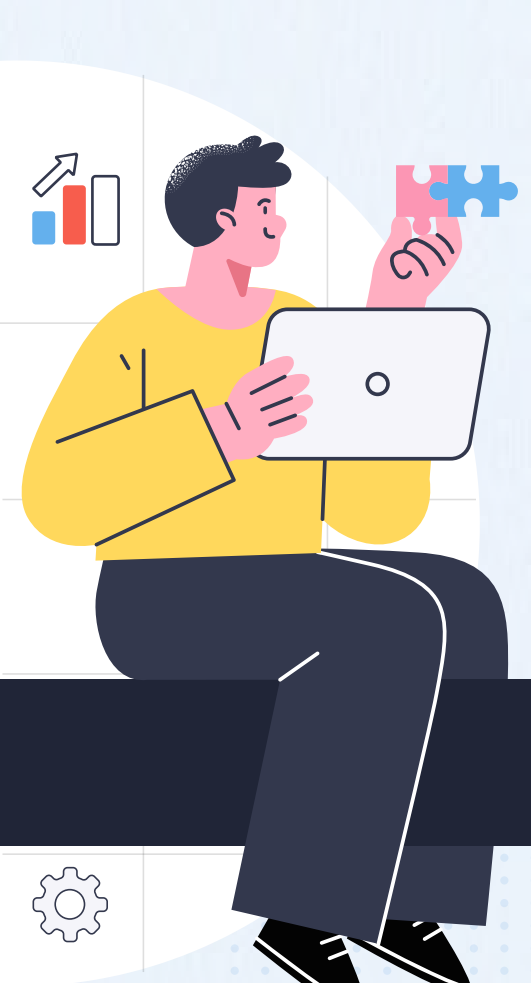
Promote Flexible and Agile Training

Flexible and agile training will produce employees that can adapt to a rapidly changing digital environment. Employees can execute tasks hassle-free if they can quickly adapt to learning processes.

05

Choose Interesting Learning Techniques

Gamification, scenarios, stories, and simulations will enhance employee engagement. In addition, these will lead to better knowledge retention, unlike boring and predictable traditional learning.



06

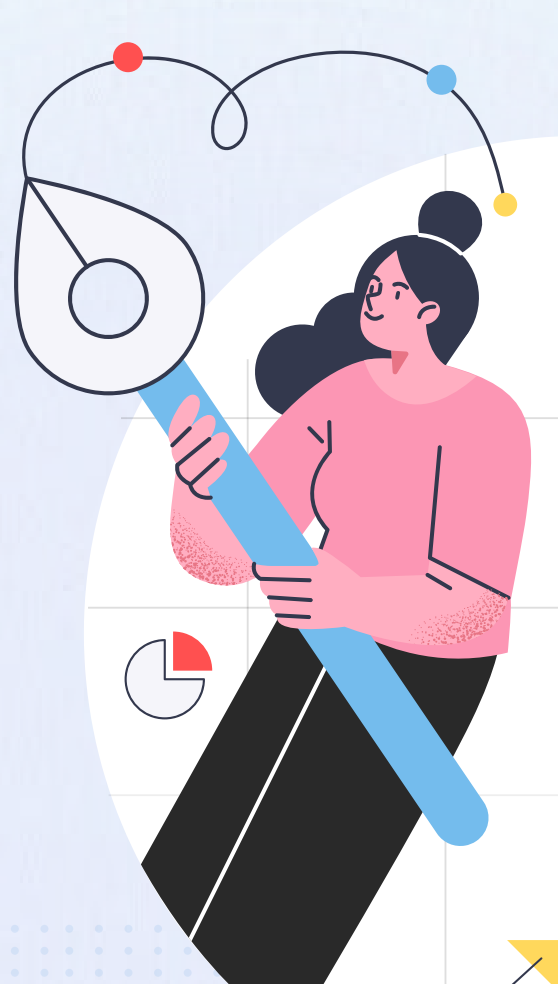
Implement Learning and Performance Ecosystem

A holistic approach to learning and performance will help in achieving strategic results. It enhances individual and organizational performance by connecting people to content, processes, and technology.

07

Focus on Reskilling Rather Than Upskilling

The new normal demands insurers to **focus on reskilling than upskilling**. Reskilling focuses on skills that help learners switch lanes and move into new organizational roles.



08

Endorse Leadership Training

Providing leadership training will help in creating better leaders for tomorrow. Leadership training is a job perk, capitalizing on the best abilities of the individual to meet the organizational goals.