

SKILL SPRING PULSE

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NEWSLETTER



AUGUST '26

L&D REALITY CHECK

THE LEARNING TO PERFORMANCE GAP

There is a growing shift in L&D: from asking **"How much learning did we deliver?"** to asking **"What capability does the business need?"**

LinkedIn's 2025 Workplace Learning Report

found that **49%** of L&D professionals say their executives are concerned that employees do not have the right skills to execute business strategy.

At the same time, **91%** say continuous learning is more important than ever for career success.

The message is clear: learning is no longer just an HR initiative. It is increasingly tied to how organisations adapt, perform and stay competitive.

But building capability isn't simply about adding more programmes to the calendar.

It means identifying the skill that needs to change, creating opportunities to practise it and making sure managers reinforce it once people return to work.

Because the distance between **"I know how to do this"** and **"I actually do this at work"** is where much of the real L&D challenge sits.

The next evolution of learning isn't more training. It's better transfer.

From the Founder's Desk – By Gaurav Mahajan, Co-Founder & CEO



LEARNING → PERFORMANCE

A training session can be excellent and still change nothing.

The real test of learning begins after the room empties when a manager handles a difficult conversation differently, a salesperson asks a better question, or a team makes a faster, better decision.

At **Skill Spring**, we believe this is where L&D needs to shift its lens. Completion is not capability. Participation is not performance.

The question we should be asking is simple: **"What are people doing differently because of what they learned?"**

If we cannot answer that, we may have delivered training but we haven't necessarily created learning that matters.

The opportunity for L&D is to move beyond programmes and focus on the behaviours and business outcomes those programmes are meant to influence

Because learning creates value only when it shows up in performance.

From Our Facilitator's Perspective

WHERE LEARNING MEETS PERFORMANCE

BY: **Abdul Razak N HR** (leader, Author, Trainer and Coach)

Training happens in the classroom. Learning happens when people do something differently at work.

I keep coming back to that line and each time I notice something new about why the gap between the two is so hard to close.

Most training gives people a good idea. Few give them a reason to use it right away. An idea left untouched for two weeks quietly turns into something people once heard, not a skill they now have.

The real shift happens the first time someone tries the new approach on something that actually matters – a real meeting, a real decision, a real conversation with a difficult customer. That first attempt is usually clumsy. It should be. Nobody gets good at something new without a rough draft. What decides whether that rough draft becomes a habit is what happens next.

Does a manager notice and encourage it, or does the old way of working quietly pull them back? Reinforcement, not repetition of content, turns a moment of learning into a lasting change in performance.

The real measure of any learning program isn't how well people understood it. It's what they're doing differently a month later and whether anyone made room for that to happen.

* UPCOMING EVENTS

New EP – Learning Under 60

Topic: Learning That Changes Performance

What We'll Unpack – Why doesn't learning translate into performance & What makes learning stick?

Coming Soon

* PRODUCT SPOTLIGHT

Check your organisation's POSH readiness in under 10 minutes.

Launched a **NO COST** New AI tools to identify capability gaps across **POSH Compliance**.

Click the link to try the tool or mail us to **book your demo.**

[Tool Link](#)

* COMMUNITY CORNER

**Learning Under 60 EP-1
L&D ROI: Driving Business Impact Through Learning**

In our first mini podcast, we unpacked some of the biggest myths around L&D ROI and explored what takes to connect learning with business impact.

Watch the episode → [Link](#)