

AI in L&D:

What You Should Be Doing Right Now

Artificial intelligence (AI) has moved beyond its sci-fi movie roots to become a useful tool in the Learning & Development (L&D) world. It's no longer a question of whether to incorporate AI—it's about how quickly you can leverage it to create smarter, more efficient, and personalized learning experiences. The best part? You don't need to be an AI expert to start using it in L&D.

This month, **It's Logical** is getting real about AI. We're exploring the latest AI trends in L&D, checking out new developments, and identifying steps you can take to start using AI today.



AI Trends Shaping the Future of L&D

Here's what's transforming workplace learning:

Smarter Personalization:

AI-powered learning platforms can now recommend content tailored to a learner's role, behavior, and goals—no more one-size-fits-all training. Most learning management systems (LMSs) offer these features, helping learners get what they need, when they need it, and enabling L&D teams to better align content with business goals.



Content Creation on Fast Forward

Need a quiz, course outline, or training email? AI tools like ChatGPT and Copilot are dramatically accelerating development time. These tools excel at creating first drafts, quick rewrites, and adjusting tone for different audiences.



Always-On Virtual Coaches

From avatars that roleplay customer interactions to chat bots that guide onboarding, AI is turning simulations into 24/7 learning opportunities. Think of them as digital learning buddies.



Task Automation:

AI can handle the repetitive aspects of L&D work: transcribing meetings, summarizing documents, scheduling posts, and drafting emails and objectives. This automation frees L&D professionals to focus on high-value activities like strategic planning, creative design, storytelling, and meaningful learner engagement.



What's Hot Right Now



Human-in-the-Loop (HitL)

Let's be clear—AI isn't replacing L&D professionals; it's empowering them. HitL means humans play a crucial role in reviewing, validating, and refining AI-generated content. While AI accelerates development, only humans ensure the output is accurate, relevant, and aligned with learning goals. The most successful organizations are creating clear workflows where AI handles first drafts and data analysis, while L&D experts contribute strategy, context, and creativity.



Generative Video Tools

Platforms like Synthesia are revolutionizing training video creation. Teams can now produce polished, multilingual training videos in hours instead of weeks—no studio or cameras required. The game-changer? Updates that previously required expensive reshoots can now be implemented with a few clicks, allowing for agile content iteration.



Prompt Engineering for L&D

Writing effective prompts is becoming a key skill. Knowing how to “talk” to AI tools like ChatGPT can drastically improve the quality of outputs—from assessments to course outlines. Teams that invest time in learning prompt structures are producing better results, faster—and they're able to scale their efforts with more consistency.



AI in Scenario-Based Learning

AI is making it easier than ever to design rich, branching scenarios that mirror real-world decision-making. Whether it's generating dialogue options, roleplay scripts, or adaptive consequences, AI can speed up scenario creation by generating drafts; while allowing for L&D professionals to fine-tune tone, accuracy, and alignment. It's a game-changer for soft skills and compliance training alike.

Quick AI Wins You Can Implement Today

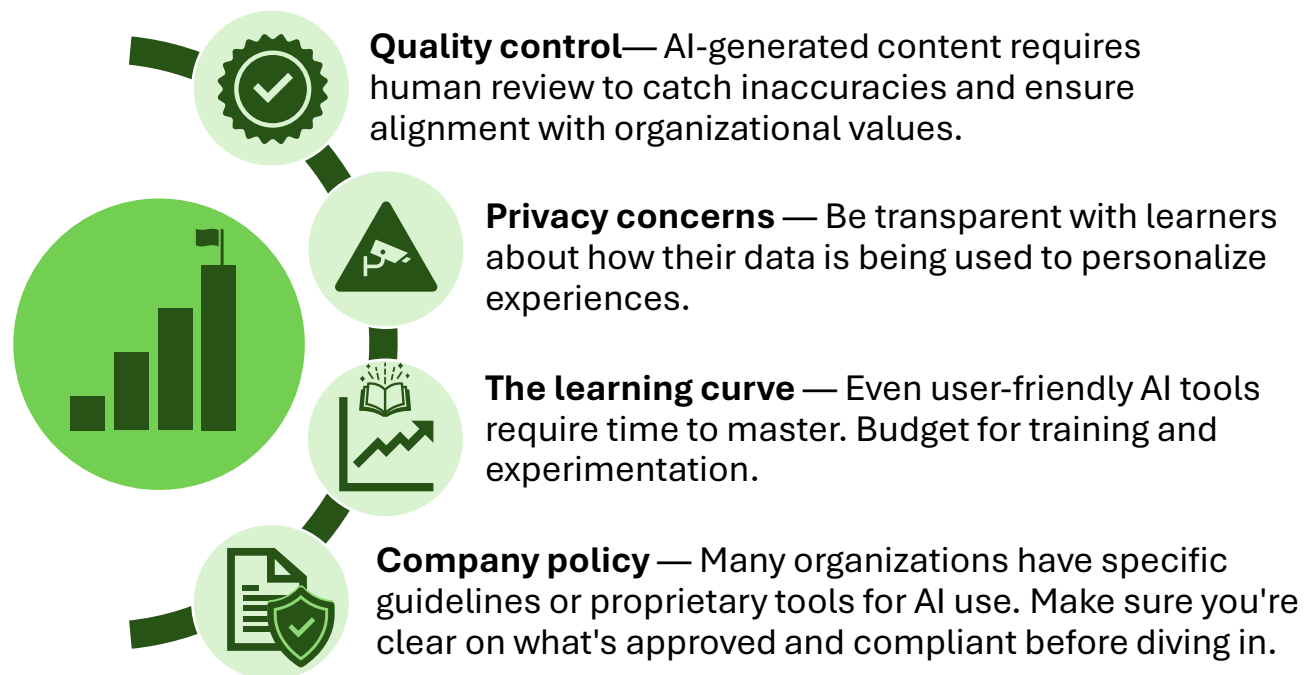
You don't need a comprehensive AI strategy to start seeing benefits. Here are your first moves:

- **Test drive the tools:** Experiment with free versions of AI tools like ChatGPT, Claude by Anthropic, or Google Gemini to see what they can do for you.
- **Try AI for content brainstorming:** Use one of the free tools listed above to draft a quiz, outline a course, or rewrite learning objectives in plain language.
- **Supercharge your content creation:** Use AI to draft quizzes, outline courses, or rewrite complex learning objectives in plain language. Start with a small project where you can compare the AI-assisted process with your traditional approach.
- **Automate your routine tasks:** Identify repetitive work in your process—such as writing course summaries, drafting follow-up emails, or creating session agendas—and use AI to generate first drafts, freeing up hours each week.
- **Enhance accessibility:** Use AI to automatically generate transcripts for video content and translate materials into multiple languages, making your learning programs more inclusive.



Challenges to Consider

While AI offers tremendous benefits, be mindful of these implementation challenges:



Final Thoughts: Working Smarter, Not Harder

AI doesn't have to be intimidating—and it definitely doesn't mean replacing people. It's about amplifying human capabilities and creating more meaningful learning experiences. In L&D, that means freeing professionals from routine tasks so they can focus on strategy, creativity, and human connection.

Curious about how to bring AI into your learning strategy? We'd love to show you how. Visit <https://www.itslogicalinteractive.com> to learn more and explore how **It's Logical** can help you harness the power of AI for smarter training solutions.

🔔 And don't forget—follow us on Facebook and LinkedIn all month long for fresh insights, tips, and inspiration on using AI in L&D!