

# AI in L&D: past the hype, into practice

## The 90-day framework



**30 days**

**60 days**

**90 days**

**Reluctant explorer**

Launch an AI literacy initiative for HR and L&D

Identify risks and establish the necessary safeguards

Review available AI tools against your risk assessment

**Explorer**

Launch an AI literacy initiative for HR and L&D

Identify use cases, rank by impact, set success criteria

Prepare to pilot top use cases with current technology

**Experimenter**

Identify the areas you want AI to improve

Gather baseline metrics and analyst insight on AI trends

Use your primary focus to identify 2–3 aligned initiatives

**Integrator**

Align existing AI initiatives to L&D and business KPIs

Identify future goals and how AI can support them

Assess if your LMS provider can support future goals

**Optimiser**

Measure AI success with concrete numbers

Audit all initiatives to decide if they should continue

Begin outreach to your analytics team to explore data