May 2026

The CEdMA Enterprise Monthly Newsletter is delivered free of charge to the members of CEdMA Enterprise. If you have ideas or suggestions for a future newsletter, please contact Mike Dowsey at **community@cedma-enterprise.org**.

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There is now a separate section dedicated to Artificial Intelligence.

Upcoming CEdMA Enterprise Events/News (5 Items)

You can find the up-to-date meeting calendar **here**.

The Certified Technical Training Manager (CTTM) Program - Cohort2 starts on 11 June

The CTTM program is **free of charge** to members and former members.

CTTM is based in the first instance on the book "**Technical Training Management**", available from **BCS** and **Amazon**. You may already have this. If not, **you need to get one**.

We have just successfully completed the first cohort of 30 people in our new delivery format.

There are six sessions which are divided in three pathways as follows:

Pathway: Delivery Management

1. Operations Management
2. Delivery Management

Pathway: Curriculum Management

3. Curriculum Management

4. Product Management

Pathway: Business Management

5. Business Development
6. Business Management

An exam prep session follows and then there are plenty of dates for the certification exam itself.

This **CTTM structure** shows how the book chapters map into three pathways and the dates for Cohort2, starting in June 2026.

The six sessions run one per month for 60-90 minutes as a virtual (Zoom) meeting on the **second Thursday of each month** (except no meeting in August) and start at **4pm UK time**. Meetings are recorded in case anyone misses that session.

We have self-study materials based on the book chapters and the cohort receives access to the relevant modules before each virtual session. Sessions are **interactive with polls and discussions**.

After each pathway we have a **professional discussion** to confirm that each candidate understands the pathway and a pathway badge is awarded.

There is an **exam prep session** then we offer **regular remote sessions for taking the exam**.

Successful candidates receive the **CTTM badge**.

If you wish to enrol on Cohort2, please contact **CTTM**.

Partner SIG Meeting Thursday 4th June

Building a Successful Training Partner Model

In the next CEdMA Enterprise Special Interest Group (SIG), Giles Storrie, Director of Technical Education for Cohesity, will outline the driving factors for establishing an Authorised Training Partner program, the journey in identifying and onboarding suitable partners, as well as the challenges faced and lessons learned.

Please note that this meeting will take 30 minutes earlier than usual on 4th June at 0730 Pacific, 1030 Eastern, 1530 UK and 1630 Europe.

To register, follow:
https://zoom.us/meeting/register/UJLP5xtuQzm4qGkat60NKQ

Virtual Workshop Tuesday 16th June 2026, 3-5pm UK time

Impact made by CEdMA Enterprise Members in 2025-26

The Impact Award recognises the company that has demonstrated a measured growth in delivered value to their customers through the impact of their services and products in the last year. The following winner and runners-up will present their projects:

1505-1540: Sage
The primary objective was to deliver learning with the intent of increasing the Learning Revenue. Two opportunities were identified: Learning Memberships in NA and the Pension Auto Enrollment Legislation Change in Ireland. The approach was designed to ensure a consistent and scalable method for generating income through educational offerings, tailored to the needs of customers in various regions.

1545-1620: Infor
While many SaaS companies provide generic subscription-based end user training, Infor went on a multi-year journey to solve for an industry-specific, niche micro-vertical, personalized, learning experience with options for bespoke applicability. Education Services was tasked to provide the solution.

1625-1700: MongoDB
The opportunity was to build and deliver a premium, enterprise-grade enablement program that treated each customer not as a uniform audience, but as a collection of individuals with distinct roles, skill gaps, and business pressures. And then to measure the outcome with enough rigour to be credible in a boardroom, not just a training review.

To register, follow:
https://zoom.us/meeting/register/85vvu9bJQBuj9SCXLl37Iw

Certification SIG Meeting, Thursday 25th June

Invitations along with meeting details along with how to register will be sent at least two weeks in advance.

CEdMA Enterprise Autumn Conference, 2-4 November

This will be at the Heathrow Renaissance – **Save the date**.

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Artificial Intelligence - AI (16 Articles)

The Transformation Triangle - An AI in Training Report (May 26)
This report, our fifth in this series, builds on a three-year programme of research into the impact of artificial intelligence on organisational learning, work and performance. All contents © Donald H Taylor Services Limited 2026, © Eglė Vinauskaitė 2026

Global study finds widening gap between AI ambition and workforce readiness (May 26)
A global Adecco Group study of 2,000 c-suite executives across 13 countries finds that organizations are accelerating AI adoption, but many lack the leadership clarity, workforce trust and capability-building needed to turn adoption into measurable results. Respondents oversee more than 8.6 million workers, offering a senior leadership view on how AI is reshaping strategy, skills and organizational readiness. ©2026 Adecco

AI job cuts - What HR leaders wish they knew first (Mar 26)
In the last year, British companies reported that AI had driven net job losses down 8%.Thousands of workers have found themselves out of work

as companies rush to replace human roles with intelligence that promises to work faster, cheaper, and without lunch breaks. Careerminds' latest report announces businesses are quietly reversing course, leaving HR teams tasked with rebuilding workforces. ©2026 Careerminds

5 Human Capabilities Training must Champion as AI Changes Work (May 26)
Move beyond AI basics by building judgement, adaptability and decision-making skills. ©2026 Training Industry

Training cuts are widening the AI skills gap for jobseekers and workers (May 26)
The AI boom is raising the bar for entry-level work while many employers cut their training offerings. *Training Journal*, ©2026 Political Holdings Limited

Why Data Readiness Determines AI Success (May 26)
As organizations attempt to move beyond these tools to build and deploy AI systems that use their own data and reflect their own business context (which is where real sustained value lies), they often encounter a very different reality. The constraint becomes the data. ©2026 Training Industry

When AI Moves Faster Than Learning (May 26)v
When AI adoption outpaces learning, capability erodes. *Training Magazine*, ©2026 Lakewood Media

Keeping Work Human in the Age of AI (May 26)
The question facing modern leaders isn't how to use AI more—it's how to lead more humanly in a world shaped by it. *Training Magazine*, ©2026 Lakewood Media

The AI Readiness Gap Inside Your Company (May 26)
Explore the AI readiness gap and understand why workforce skills are essential for successful AI adoption and integration. *Training Magazine*, ©2026 Lakewood Media

What Training Gets Wrong About AI and Technical Skills Training (May 26)
Most organizations responding to artificial intelligence (AI) in the workplace are asking the wrong question. The question is not whether to allow AI in training. It is whether your training was actually working before AI made the flaws visible. ©2026 Training Industry

How Emotion AI Can Help Trainers Train Smarter (May 26)
Explore how emo□on AI can transform personalized learning experiences and adapt to individual student needs effectively. *Training Magazine*, ©2026 Lakewood Media

The leaking talent pipeline - How AI is quietly undermining leadership succession (May 26)
AI is speeding up work while quietly eroding the early-career experiences that shape future leaders. *Training Journal*, ©2026 Political Holdings Limited

Remove Friction from the Workflow (May 26)
The TWINS framework enables you to map AI tools to key design and development tasks. ©2026 ATD

From Dr Phillippa Harding:
When anyone can build a course, the real job is deciding which ones shouldn't exist (May 26)
Why deciding is the only L&D skill AI can't replace. ©2026 Dr Phillipa Harding
How (and Why) to Build Your Own AI Tech Stack (May 26)
L&D got <15% of the AI tech tools that product managers got. Here's how to build the rest yourself. ©2026 Dr Phillipa Harding
From AI Tutors to AI Study Mates (May 26)
New research reveals how AI can enable real learning - not just productivity gains. ©2026 Dr Phillipa Harding

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Reviews and Current Trends (4 Articles)

From content library to customer behaviour engine (May 26)
Treat customer and partner education as a business system that speeds adoption, cuts support demand and lifts renewals. *Training Journal*, ©2026 Political Holdings Limited

Annual Leadership Development Survey (May 26)
High Tech + High Touch = Effective Leaders. *Training Magazine*, ©2026 Lakewood Media

Closing Deals and Company News (May 26)
Latest training news from the last quarter. ©2026 Training Industry

M and A in Corporate Training - Deals of the First Quarter of 2026 (Apr 26)
©2026 Training Industry

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Education Management (4 Articles)

The four leadership skills that make or break a merger (May 26)
Donald Thompson has been on both sides of an acquisition. Drawing on this experience, he makes the case that leadership development isn't a nice-to-have during M&A, it's the difference between integration and collapse. TrainingZONE, ©2026 HR Zone Limited

How Training Leaders Can Measure Team Effectiveness (May 26)
Most organizations have no shortage of measurement: engagement surveys, pulse checks, manager 360s, performance scorecards, culture dashboards. And yet when a team is genuinely struggling, none of it gives us much insight into what's really going wrong. ©2026 Training Industry

From controller to keyboard - Why gamers are an untapped IT pipeline (May 26)
This article explores five gaming-honed strengths, from pa□ern recognition to resilient problem solving, and shows how training can convert them into job ready capability. *Training Journal*, ©2026 Political Holdings Limited

How Learning can break through in the Age of Information Overload (ay 26)
Before your learners connect to work or walk in the marketplace door, they've already been subjected to a barrage of inputs. ©2026 Training Industry

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Training Delivery and Operations (None)

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Sales and Marketing (None)

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Training Partnerships (2 Articles)

6 Ways Learning Vendors Can Manage Scope Creep Without Damaging Client Relationships (May 26)
Here are six ways learning vendors can manage change in a way that keeps projects on track, protects your team's time and preserves the partnership. ©2026 Training Industry

When Should You Outsource Corporate Training (Mar 26)
Something that looked like a training decision was made entirely on organizational logic, with nothing to do with training outcomes. ©2026 Training Industry

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Education Design and Development (9 Articles)

The 70-20-10 Framework Gets One Thing Right - Where Learning Actually Happens (May 26)
Technology is finally changing this equation. ©2026 Learning Guild

Why the real test of any training isn't what happens in the room (May 26)
The problem with most training isn't the design or the facilitator. It's the name. Paul Ma□hews explains why the words you use to describe training shape whether it ever has a chance of working. TrainingZONE, ©2026 HR Zone Limited

Designing Microlearning for Impact (May 26)
Make microlearning impactful. ©2026 Training Industry
Why people quit e-learning and what to do about it (May 26)
Better learning design does exist, and it tends to follow a few clear principles. *Training Journal*, ©2026 Political Holdings Limited

6 Tips for Easily Incorporating Games in Your Learning (May 26)
Using game elements in learning helps employees be□er retain and apply what they learned by keeping them actively engaged in the training process. But how do you practically use game design to actively support long-term retention and real-world applications? Here are some tips. ©2026 Learning Guild

Beyond Points and Badges - The Psychology of Practice-First Design (May 26)
In the modern learning landscape, gamification is often treated as a decorative wrapper to encourage the passive intake of information. So, where's the ability to transfer and scale the knowledge so that it becomes a skill. ©2026 Learning Guild

Bringing Game-Based Learning into Everyday Practice (May 26)
This article offers strategies for including core game mechanics, such as choice, challenge, feedback, and exploration, into everyday learning, using tools most people already use. The goal is help you turn ordinary experiences into motivating, successful learning opportunities. ©2026 Learning Guild

A Tale of AI-Powered Story-Based Learning (May 26)
Follow along from concept to completion as designers use generative artificial intelligence to develop gamified e-learning. ©2026 ATD

Swap Recall for Realization (May 26)
Design learning experiences that align with how the brain works. ©2026 ATD

Together as One (May 26)
A merger set off this organization's need to unify instructional design practices and roll out a earning community. ©2026 ATD

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Learning Technologies (3 Articles)

The cost of smarter technology (May 26)
What's next in technology? ©2026 Training Industry

5 Principles for Scaling Learning Technology (May 26)
Here are five principles that helped us succeed where most learning technology initiatives fail. ©2026 Training Industry

Beyond static pages - How PDFs boost engagement and efficiency (May 26)
Here we'll explore how PDFs are continuing to boost efficiency and engagement in everyday learning. *Training Journal*, ©2026 Political Holdings Limited

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Certification (1 Article)

Beyond pass rates - Building audit-ready evidence of capability (May 26)
When used properly, online exam analytics can do more than track performance. They can provide sound evidence of workforce capability by identifying skills gaps, monitoring certification compliance and supporting audit-ready decision-making across roles and locations. *Training Journal*, ©2026 Political Holdings Limited

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And Finally …

Jesse James Story (tactics, morality, good and bad in us all)

The notorious American Wild West bank robber Jesse James (1847-82) was hunted and demonized by the authorities, but was held in high regard by many ordinary folk. Here's an example of why:

The story goes that Jesse James and his gang had taken refuge for a few days in ramshackle farmhouse after one of their raids. The old widow who lived there fed the men and apologized for her modest offerings and the poor state of the accommodation. While the gang laid low, they learned from the widow that she faced eviction from her landlord and was expecting a visit from his debt collector any day. Taking pity on the old lady, as they left, the gang gave her some of the spoils of their robbery to settle her debt - several hundred dollars, which was a small fortune in those days.

The gang moved on, but only to a nearby copse, where for a couple more days they watched and waited for the arrival - and departure - of the debt collector, whom they promptly held up and robbed.

Of course, robbing anyone is bad, but if you've got to rob someone...

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