September 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 (3 Items)

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

Certification SIG Meeting on Thursday 17th September
Three of the most relevant topics in enterprise credentialing today
Our September SIG session brings together our certification professionals for a focused, peer-led discussion across three of the most relevant topics in enterprise credentialing today.

- Top of Mind Round Table: An open exchange on what members are navigating right now: market shifts, AI's growing role in certification, resourcing pressures and what's actually working.
- KPIs and Metrics: A practical discussion on how members measure program health, interpret pass rate and completion data, demonstrate ROI to leadership and benchmark performance without access to competitor insight.
- Partner and Ecosystem Engagement: How members are structuring partner certification requirements, motivating ecosystem adoption, leveraging partner communities as SME sources and navigating the regional differences across world markets.

To register, follow:
https://zoom.us/meeting/register/aJflsUORQXi7HkWqTONB3g

Education Design and Development SIG on Wednesday 7th October

Knowledge Management: What's Actually Working?

A Peer Exchange on KM Successes and Challenges

Knowledge management remains a critical enabler of effective customer education, support, and organizational learning. In this interactive peer exchange, we'll discuss the strategies, processes, and practices that are delivering results today.

Participants will have the opportunity to share successes, explore common challenges, and exchange lessons learned on topics such as content governance, knowledge sharing, maintenance, adoption, and measuring impact. Join your peers for an open conversation focused on practical experiences and actionable insights.

The meeting will be led by two members from BMC Helix, SIG Chair Nidhi Gupta, Director, Education Development and Shahista Khan, Principal Education Developer.

https://zoom.us/meeting/register/oEULYRzLSFSMCTk3SW3Rfw

CEdMA Enterprise Autumn Conference, 2-4 November at the Heathrow Renaissance

The theme of the conference is ***Navigating an ever-changing training landscape in the Age of AI*** and we are delighted to confirm that the keynote speaker is Donald H Taylor, founder and lead researcher, the Training Research Series. Donald's session is:

Training's next chapter in the age of AI

AI is changing Training, providing new opportunities and challenges, all surrounded in a fog of hype. It's an uncertain time. Drawing on his latest research, the AI in L&D 2026 report, Donald will clarify what's happening (and what's not) and ask how we think Training can change. He'll also suggest that we must change, if we want to survive.

Other highlights of the **agenda** are:

- **Keynote: Training's next chapter in the age of AI** from Donald Taylor based on his annual survey
- **2026 Business Metrics Survey Results**
- **Innovation Award Winner Presentation**
- **Seven member presentations** based on the conference theme
- **Two "Top of Mind" discussion sessions** with subjects submitted by you at the conference
- **Four topic breakouts** with moderators
- **Three customer presentations** from sponsors.

Member min contacts have already been invited so if you need further information contact community@cedma-enterprise.org.

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Artificial Intelligence - AI (16 Articles)

Three Persistent Myths about AI in Training (Aug 26)v

Three persistent myths can keep training leaders from realizing AI's full value. AI can help uncover skills gaps, measure capability and inform workforce decisions. ©2026 Training Industry Inc

AI Training Should Include the Economics of AI (Aug 26)

As AI becomes embedded in everyday work, training should also help employees understand the economics behind it, such as when AI creates

business value, what it costs to use and where human judgment remains essential. ©2026 Training Industry Inc

Measure Workforce Readiness, Not AI Activity (Aug 26)
As organizations accelerate AI adoption, learning leaders face a new challenge: determining whether their workforce is truly ready to use AI in ways that improve business performance. ©2026 Training Industry Inc

Workers Have AI Brain Fry; Training Needs to Adapt (Aug 26)
AI presents a paradox. Autonomous tools promise to free workers from repetitive tasks, yet many employees find their workloads growing as they learn to integrate AI into their jobs. ©2026 Training Industry Inc

Abstinence is not an AI strategy (Aug 26)
Think human. Bot check. Co-intelligence. Introducing The Bot Check Method for co-intelligence by design in corporate learning and the executive classroom. *©2026 Chief Learning Officer*

AI Success Depends on Human Skills and Critical Thinking (Aug 26)
While organizations are investing heavily in artificial intelligence, success ultimately depends less on the technology itself and more on the people using it. ©2026 Learning Guild

How Companies Can Train Developers to Work Effectively With AI (Aug 26)
Explore how companies can train developers to work effectively with AI and enhance productivity with structured learning approaches. *Training Magazine, ©2026 Lakewood Media Group LLC*

Deskilling, AI and the questions we should be asking (Aug 26)
Technology has always changed what people do. The more enduring question is whether we are being equally intentional about preserving what people still need to know. *©2026 Chief Learning Officer*

Human Skills Key to Connecting AI Adoption with Organizational Performance (Jul 26)
In an AI-driven economy, human skills, not just technical skills, are the strongest predictor of organizational performance. *©2026 Chief Learning Officer*

AI and Organizational Learning - Beyond Hype, Toward Work (Aug 26)
Every generation of technology arrives with a promise to transform how organizations learn. AI is following the same pattern, which is not a reason for cynicism. It is a reason for clear thinking. ©2026 Learning Guild

AI Training That Actually Changes How People Work (Aug 26)
Explore effective AI training methods that go beyond traditional courses to optimize workplace performance and motivation. *Training Magazine, ©2026 Lakewood Media Group LLC*

AI Is Creating a New Class of Knowledge Workers (Aug 26)
Explore how AI is creating a new class of knowledge workers, requiring expert-level skills beyond simple automation. *Training Magazine, ©2026 Lakewood Media Group LLC*

From Dr Phillippa Harding:
How to Design Around Cognitive Offloading (Aug 26)
Three new studies shed light on when offloading to AI harms learning, when it helps and how to design for the difference. ©2026 Dr Phillipa Harding

I Built a Team of AI Bots That Write Feedback Better than Me. Here's How (Aug 6)
Aka, how to make learners love AI-assisted feedback, rather than loathe it. ©2026 Dr Phillipa Harding

The Rise of the "Engineered Apprenticeship" (Aug 26)
How KPMG, Deloitte, Big Law and medicine are rebuilding workplace learning - and what it means for the role and key skills of L&D. ©2026 Dr Phillipa Harding

The Disappearing Bottom Rung in L&D (Sep 26)
Junior roles are rapidly disappearing from L&D. Here's the data + my hypothesis about why it's happening. ©2026 Dr Phillipa Harding

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Reviews and Current Trends (3 Articles)

Agentic AI Governance Framework Nobody Built in Time (Aug 26)
Agentic AI doesn't wait for permission. That's the governance problem nobody prepared for. ©2026 www.aieverytime.org

One AI Tool Isn't the Best at Everything - And That's the Point (Sep 26)
The AI landscape is no longer about finding the one best AI. It's about choosing the right AI for the right job. ©2026 Rahul R

Anthropic launched Claude Academy, it's great and destined to fail (Aug 26)
This article breaks down why Anthropic's Claude Academy is well built but likely to miss the people it's meant for, since the folks who most need AI help are rarely the ones who log into a self-paced platform and figure it out alone.

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Education Management (7 Articles)

TJ podcast - Building influence in a changing world, with Don Taylor (Aug 26)
In this TJ podcast conversation, Jo Cook and Don Taylor explore AI-driven uncertainty, entrepreneurial leadership, changing expectations of the profession, and why relationships, listening and human connection could matter more than ever. *Training Journal, ©2026 Political Holdings Limited*

How to cut costs without reducing headcount (Aug 26)
If budget costs are looking imminent, rather than draw up a list of redundancies, this article suggests looking to see where other costs can be improved. Explore three overlooked operational levers that can absorb a mandated cost-reduction target before headcount has changes, grounded

in operational data from enterprise training functions. *Training Journal, ©2026 Political Holdings Limited*

Culture doesn't execute strategy - people do (Aug 26)
An operational culture framework for turning strategy into everyday execution. *©2026 Chief Learning Officer*

Training has 24 months to prove its worth (Aug 26)
This article proposes that AI gives training leaders a rare chance to prove learning's impact on performance and business results. As budgets tighten and scrutiny grows, organisations that measure what matters, personalise development and act now can turn learning into a lasting strategic advantage over slower-moving competitors in the market. *Training Journal, ©2026 Political Holdings Limited*

AI is exposing training's value problem (Aug 26)
Generative AI is accelerating content creation, but speed and volume are not the same as value. For training, the real opportunity is to move beyond mere output and focus on capability, judgement and measurable performance change, especially where organisations need stronger human decision-making most. *Training Journal, ©2026 Political Holdings Limited*

AI should enable your training goals, not hijack them (Aug 26)
AI is a powerful tool, but it's still just a tool that should enable your organisational goals. *Training Journal, ©2026 Political Holdings Limited*

How training can build the agility that AI adoption demands (Aug 26)
AI is advancing faster than most organisations can comfortably keep up with. New tools promise efficiency and scale, but many AI initiatives stall, underdeliver or even quietly disappear. For training leaders, this pattern might feel familiar. *Training Journal, ©2026 Political Holdings Limited*

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Training Delivery and Operations (None)

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Sales and Marketing (None)

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Training Partnerships (None)

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Education Design and Development (5 Articles)

Learning without friction - AI's quiet cost to competence (Aug 26)
AI makes work easier by removing friction, but that friction is often where real learning happens. This article says training needs to get better at telling the two apart. *Training Zone* ©2026 HR Zone Ltd

AI wants to slopify your training - Here's how to stop it (Aug 26)
This article shares concern that AI will create a generation of thinner, duller

and less human training content. Here's how to use it to make content better, not just make content. *Training Zone* ©2026 HR Zone Ltd

How SMBs Can Offer AI-Personalized Learning Paths (Aug 26)
Small companies want to offer their employees learning paths that reflect real job expectations and deliver relevant value on the job. However, smaller enterprises also mean limited resources. Fortunately, they don't need a custom LMS to deliver impactful growth opportunities. ©2026 Learning Guild

Leveraging GenAI to Support Cognitive Development (Aug 26)
GenAI is the latest in a long line of technologies to prompt debate about their effects on thinking, learning, and professional practice. ©2026 Learning Guild

When Performance Is Not Understanding - The Disappearance of Expertise in AI-Supported Learning (Aug 26)
A faculty member submits a polished lesson plan. A student turns in an impressive paper. A manager delivers a compelling proposal. Yet when asked to explain the reasoning behind the work, each struggles.
The output appears expert. Expertise is missing. ©2026 Learning Guild

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Learning Technologies (None)

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And Finally …

The Mechanic and the Surgeon Story (perceptions, the devil is in the detail, the nature of big differences)

A heart surgeon took his car to his local garage for a regular service, where he usually exchanged a little friendly banter with the owner, a skilled but not especially wealthy mechanic.

"So tell me," says the mechanic, "I've been wondering about what we both do for a living, and how much more you get paid than me.."

"Yes?.." says the surgeon.

"Well look at this," says the mechanic, as he worked on a big, complicated engine, "I check how it's running, open it up, fix the valves, and put it all back together so it works good as new.. We basically do the same job don't we? And yet you are paid ten times what I am - how do you explain that?"

The surgeon thought for a moment, and smiling gently, replied, "Try it with the engine running.."
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