



CHALLENGE

Training Industry identified a significant gap in the market: while nearly 50% of training professionals aspire to reach executive roles such as chief learning officer, less than 1% ultimately do.

Although learning leaders are expected to operate strategically at senior levels, they often lack structured development to prepare them for executive leadership. Heavy workloads, broad responsibilities, and competing stakeholder

■ BUSINESS CHALLENGE

Exec. L&D Capability Building

■ INDUSTRY

Learning & Development

■ L&D STRATEGY

Blended, Cohort-based Learning

Developing Tomorrow's Learning Leaders: Creating Executive-Ready Leaders Through Cohort-Based Learning

Training Industry partnered with Intrepid to develop a cohort-based program designed to prepare L&D professionals for executive leadership. By blending self-paced content with live virtual sessions and AI-driven practice, the program builds executive readiness, peer connection, and measurable capability growth. The result: consistently high participant satisfaction, strong learning application, and endorsement from senior leaders who observed real capability growth.

demands leave little time for traditional professional development. This leaves growth driven by fragmented, self-directed experiences rather than intentional development that builds sustained leadership capability and strong peer networks.



SOLUTION

In partnership with Intrepid, Training Industry developed the Training Industry Senior Leaders program, complete with best-in-class virtual learning.

- **Blended learning schedule optimization:** The program uses a structured mix of self-paced learning and live virtual sessions, helping participants maximize limited time while deepening application during instructor-led discussions.
- **Peer collaboration and engagement:** Participants build connections through discussion boards, assignments and polls that encourage knowledge sharing and cohort-based learning throughout the program.
- **Multimedia-rich self-paced content:** The program is delivered using engaging prework featuring video, interactive content and scenario-based learning to prepare participants for more meaningful live session participation.
- **Interactive AI-driven exercises:** Applied learning activities are embedded within self-paced modules to support experimentation, scenario testing and deeper understanding of key leadership concepts.
- **Integrated live session experience:** There are centralized RSVPs, reminders and session links within the platform to streamline attendance management and ensure seamless participation in virtual sessions.

RESULTS

The partnership with Intrepid resulted in real impact for program participants:

93% felt well prepared:

Multimedia content and seamless integration with live sessions enabled 93% of participants to report feeling well prepared for live learning experiences.

95% applied learning in context:

AI activities and applied assignments led 95% of participants to agree that self-paced work strengthened critical thinking and real-world application.

100% expectation alignment:

Mid- and post-program evaluations showed unanimous agreement that the program met participant expectations.

73 NPS score:

Across pilot and inaugural cohorts, the program achieved an average NPS of 73, reflecting strong participant satisfaction and advocacy.

Validated by senior leaders:

Pilot participants' senior leaders noted observable improvements in executive-level capability and leadership performance.



Alyssa Kaszycki
Learning Product Manager

The Intrepid platform allowed us to bring our course to life with rich multimedia content and peer learning. The different types of assignments and especially the AI driven activities added an extra layer of sophistication to our design, and the ability to manage live sessions in the platform made for a seamless user experience.

READY TO DEVELOP YOUR NEXT GENERATION OF LEARNING LEADERS?

Discover how Intrepid supports cohort-based, blended learning experiences that prepare L&D professionals for executive roles and drive measurable impact.

Chat with a learning advisor today!



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