

What Keeps CLOs Awake at Night?

Navigating LMS Investments in 2025

Top Things Keeping CLOs Awake

Proving business impact & ROI

AI – opportunity and risk

Closing skills gaps – fast

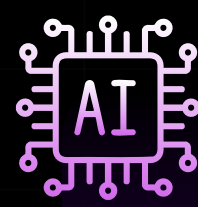
Adoption, retention & career pathways

Vendor lock-in & TCO concerns

Four Load-bearing Facts



Learning tied directly to retention & engagement
(Source: LinkedIn)



AI surged as a top CLO priority in 2025
(Source: iVentiv)



Integration and continuous learning are key
(Source: Gartner)



Business leaders demand measurable outcomes
(Source: Brandon Hall Group)

Practical Checklist for CLOs

- ✓ Business alignment with KPIs
- ✓ AI & personalization (transparent & ethical)
- ✓ Integration & architecture (HRIS, CRM, SSO)
- ✓ Measurement & analytics (skills, performance, mobility)
- ✓ Adoption & learner experience (mobile, in-flow learning)
- ✓ Security & compliance (data governance, AI safety)
- ✓ TCO modelling & vendor flexibility
- ✓ Change management & content strategy



Using analytics to link learning to business impact.



Choosing LMS platforms with AI personalization and actionable insights.



Driving skills-based learning with talent marketplaces and frameworks.



Aligning HR, IT, and business leaders on evolving needs.



Exploring immersive tech to boost engagement for global teams.

Successful CLOs in 2025

Want to see how?
Connect with Tenneo experts for a consultation today.