



YEAR-END INSIGHTS 2025

A photograph of a man and a woman in a professional setting. The man, wearing glasses and a light blue sweater, is leaning over the woman's desk. The woman, also wearing glasses and a light-colored sweater, is looking at a document on the desk. The background is slightly blurred, showing what appears to be an office or meeting room.

Introduction

Learning and workforce solutions shaped by the realities of work.

2025 was a year marked by speed, constant information, and growing complexity. Across organisations, one truth became increasingly clear: professionals and teams do not need more interventions; they need learning and workforce support that fits into how work actually happens.

Throughout the year, Athiya partnered with organisations not only to design meaningful learning experiences, but also to strengthen workforce readiness through thoughtful consulting and targeted staffing support. Whether through upskilling professionals, aligning learning to business outcomes, or placing talent in critical roles, our work reflected a deliberate focus on relevance, precision, and clarity, helping organisations perform better without unnecessary friction.

2025 AT A GLANCE



- ✓ 10,000+ learners trained across India and global teams
- ✓ Average participant feedback: 4.6 out of 5
- ✓ Virtual, in-person and blended delivery formats
- ✓ Engagements across learning, consulting and workforce support
- ✓ Successfully placed candidates in critical, specialised and high-impact roles
- ✓ Learner cohorts spanning early-career professionals, experienced specialists and senior leaders



A snapshot of considered impact



What Organisations Needed Most in 2025

Across sectors and geographies, organisations consistently looked for learning that:

- > Demonstrates clear return on investment
- > Enables faster role readiness and onboarding
- > Strengthens communication, judgement and leadership behaviours
- > Prepares teams to work meaningfully with AI
- > Respects limited time and information overload

These needs shaped Athiya's priorities and partnerships through the year.

Athiya's Work in Action

Learning and Development

- Behavioural, communication and leadership programs
- Designed for real workplace application, not abstract theory
- Built around impactful content paired with thoughtfully designed activities
- Experiences that encourage reflection, dialogue and behaviour change
- Senior-level and experienced professional cohorts
- Globally aligned, culturally intelligent facilitation

At Athiya, content and activities are designed to work together. One without the other is never enough.

Consulting: Connecting Learning to ROI

Athiya worked closely with organisations to:

- Align learning initiatives with business outcomes
- Strengthen learning strategy and effectiveness
- Redesign programs to move from activity to measurable impact

AI and Future-Ready Upskilling

- Enabled professionals to engage confidently with AI
- Focused on practical use, judgement and responsibility
- Supported teams in integrating AI into everyday work practices

Expanding into New Technology Training Domains

- Entered emerging and specialised technology learning areas
- Built capability alongside subject-matter experts
- Maintained a strong focus on clarity, relevance and learner experience

Workforce and Staffing Support

- Provided carefully vetted, job-ready talent
- Supported faster, smoother deployment
- Aligned candidates with client onboarding journeys and expectations

Designing for Today's Professional Reality

In 2025, Athiya began designing a new learning tool in response to a challenge voiced repeatedly by professionals:

- Too much information
- Too little time
- Too many disconnected learning inputs

This initiative is grounded in a clear intent: to help professionals focus on what truly matters without adding to the noise.



Insights from the Field

Close engagement with learners and organisations surfaced several consistent insights:

- Impactful content, when carefully curated, sustains attention and relevance
- Wholesome, well-crafted activities enable reflection and real behaviour change
- Learning lands best when ideas are experienced, not just explained
- Experienced professionals value depth, structure and respect for context
- Microlearning works best when tied to real decisions and conversations
- All learning succeeds when it simplifies work rather than adding complexity
- Learning ROI improves significantly when leaders engage early and intentionally

How Athiya Works

Athiya approaches learning as a discipline, not an event. Every engagement is designed with care, delivered with intent, and grounded in real work.

- Learning is designed around adult professionals and real workplace pressures
- Facilitation balances structure with openness, creating space for thinking and dialogue
- Programs are led by experienced practitioners with deep business context
- Content and activities are tightly integrated to support application, not overload
- Quality, consistency and follow-through are treated as non-negotiables
- The focus remains on capability that continues to show up after the program ends

Looking Ahead

- Athiya continues to invest in:
- Precision upskilling models
 - AI-aware learning ecosystems
 - Tools built for time-pressed professionals
 - Stronger alignment between learning, performance and workforce readiness

Conclusion

Learning that earns its place

At Athiya, learning is designed to support people in doing better work, not more work. The year behind us reinforced the value of relevance, respect, and thoughtful design in building real capability.

We move forward with intention and curiosity, committed to learning that makes a meaningful difference.



Learners' Voice

"This was my first corporate training, and I wasn't sure what to expect. The sessions helped me understand how to communicate, ask questions, and feel confident at work. It made starting my career feel less overwhelming and more manageable."

"Thank you for the insightful session on Leadership & Collaboration."

"Thank you for the session on growth mindset. It helped me reframe some of my own limiting thoughts. I was insightful and practical. Looking forward to more sessions like this."

"Very good session. This will help in my day-to-day work."

"Very Good Trainer with a good hold on the Subject."

"The session was useful and informative; many insights were shared by the trainer regarding the culture of US and European countries. Overall it was engaging and fun"

A Partner's Voice

"We have been partnering with Athiya for over 4 years as part of our Learning & Development initiatives at ITC Infotech, and my experience has been consistently positive.

Athiya stands out for their professionalism, responsiveness, and deep understanding of learning needs. Their dynamic team demonstrates a high degree of flexibility and adaptability, effortlessly aligns their programs to changing business requirements, diverse learner profiles, and organizational priorities.

What I particularly appreciate is Athiya's collaborative approach. They take the time to understand our context, culture, and objectives, and translate these into thoughtfully designed, engaging, and impactful learning interventions. Their facilitators are well-prepared, credible, and effective in creating meaningful learning experiences.

Athiya has proven to be a reliable and trusted L&D partner, and ITC Infotech value their commitment to quality, continuous improvement, and client success. We would confidently recommend Athiya to organizations looking for a learning partner that is professional, accommodating, and truly invested in delivering value."

Darshana Raj
Manager – Global L&D
ITC Infotech