

5 ELEMENTS OF A LEARNING STRATEGIC PLAN

The core elements of a Learning Strategic plan align L&D activities with the business's needs and proactively tie together actions with resources and tactics to achieve sustained results.



VISION, VALUES & PROMISE

Look forward and paint a picture of the ideal you seek to achieve, support the vision with your guiding principles, and make a firm commitment to the people you support.

STRATEGIC PRIORITIES

Match company priorities with L&D initiatives. Consider what would have a positive impact on people, processes, and customers. Think about what types of things can "move the needle" and help the company achieve its goals.



RETURN ON TALENT INVESTMENT™



One way to help prove L&D investments are worthwhile, is to measure what matters to the business instead of just what's easy to measure.

Align L&D metrics with the business and look at it from multiple angles. Including financial metrics, process improvements, impact on people, and the achievement of the overall strategy.

LEARNING PROFILES

Learning profiles represent the characteristics of people L&D serves. Profiles clarify current and future knowledge, skills, and everyday experiences (KSEs) needed to help people thrive in the business environment.



CONTENT INVENTORY & GAP ANALYSIS

Follow a simple 3-step process:

1. Identify "must-have" and "nice-to-have" KSEs. Rank the lists to help with prioritization.
2. Match what training exists with what's needed to be developed. Also, evaluate the resource's "current state".
3. Identify the gaps and plan the next steps.

