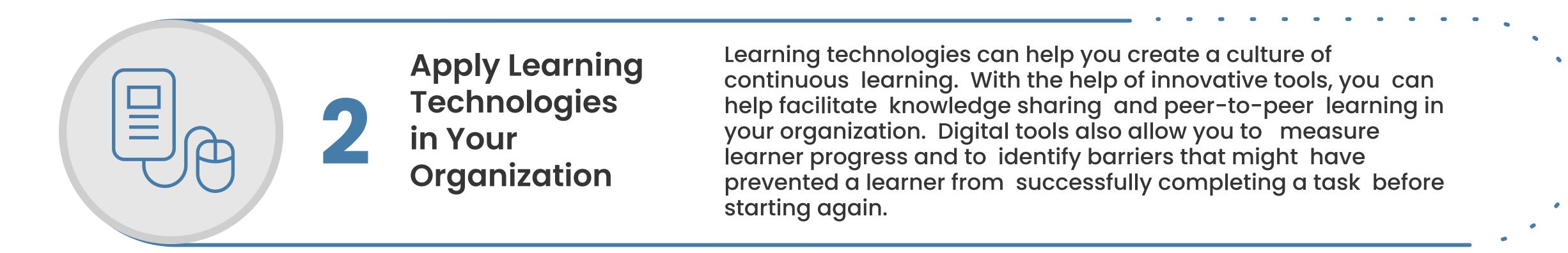
## Leading Learning: 6 Capabilities for Success

## 6 Critical Capabilities that Learning Leaders Need in their Roles

Understand Adult Learning Theory Adults learn best when they are actively involved in and interested in their learning. Understanding how adults and employees learn is essential to developing successful training programs and being a successful learning leader.



Identify Training Needs Use these questions to get started:

- What skills do your team members need?
- What skills do they currently possess?
- Are there any gaps between the skills they have and the skills they need?
- Does your company have any ongoing or upcoming projects/initiatives that would require new skill sets from your team members?



Convey the Impact of Learning to Stakeholders

Good learning leaders should be able to persuasively convey the impact of learning to key stakeholders across the entire organization. You need to demonstrate the value of learning and explain why it's crucial and how to effectively design, deliver, implement and evaluate it.

## Demonstrate

Expertise in Project Management Planning, executing, monitoring and tracking are all part of leading a learning initiative. Much of what the learning leader does is aligned with project management skills.



Collaborate Across the Organization

As the workplace becomes more complex and calibrated to an ever-faster pace of production, learning leaders must lead effectively and collaborate across the organization.

