

Ten Steps to Creating An Organizational Learning Strategy

Creating an Organizational Learning Strategy is one of the most important tasks for a learning function to complete in order to be successful, but most learning professionals do not know where to start – so we have curated our list of the 10 Steps to Creating A Organizational Learning Strategy.

Understanding Business Needs:

The first step involves thoroughly understanding the business needs and objectives to prepare for future performance success. This includes identifying specific skills and knowledge gaps that the learning strategy needs to address to align with the organization's goals and business metrics.

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Engaging Stakeholders:

This step involves engaging with business leaders and other key stakeholders to gain insights, support, and alignment. It's crucial to operationalize learning champions who can advocate for and support the learning initiatives within the organization.

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Strategy Development:

Based on the needs analysis, a detailed learning strategy is developed. This strategy should outline the learning objectives, methodologies, content, and resources required. It should also detail how the learning initiatives will be implemented and measured.

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Implementation Planning:

This involves creating a detailed plan for deploying the learning strategy. It includes timelines, resource allocation, and identification of delivery methods (e.g., online, in-person training, blended learning).

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Deployment and Execution:

The learning strategy is then deployed and executed as per the implementation plan. This includes the delivery of training programs, distribution of learning materials, and other activities outlined in the strategy.

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Feedback and Continuous Improvement:

Collecting feedback from participants and stakeholders is essential for refining and improving the learning strategy. This feedback should be used to make necessary adjustments and enhancements for future iterations of the strategy.

Needs Analysis:

Conducting a comprehensive needs analysis is pivotal. This involves assessing the current state of skills, knowledge, and competencies within the organization and identifying what needs to be developed or improved.

Governance Model Creation:

Developing a learning governance model is essential for overseeing the strategy's implementation and ensuring alignment with organizational objectives. This model should define roles, responsibilities, and processes for decision-making and oversight of the learning initiatives.

Validation and Approval:

Before implementation, the learning strategy should be validated and approved by key stakeholders and leadership. This ensures that it is in line with the business objectives and has the necessary support for successful deployment.

Monitoring and Evaluation:

Continuous monitoring and evaluation are crucial to assess the effectiveness of the learning strategy. This involves measuring the impact on learners, the organization, and how well it meets the predefined business objectives and performance metrics.

WeLearn: Where Learning Meets Innovation

At WeLearn, we believe in transforming the traditional learning landscape into an adventurous and thought-provoking journey. Our Fractional Learning Strategist (FLS) service is at the forefront of this transformation, offering dynamic, tailor-made learning solutions that align seamlessly with your business goals.

Our Unique Value Proposition

- 1
- Strategic Learning Aligned with Your Ambitions:**
Our FLS crafts learning experiences that are not just educational but strategically aligned with your business vision, ensuring that every learning module moves you closer to your objectives.
- 2
- Bespoke Learning Journeys:**
We understand that each organization is unique. Hence, our FLS develops customized learning solutions that resonate with your company's culture and aspirations.
- 3
- Quantifiable Impact:**
We go beyond subjective measures, employing data-driven techniques to tangibly assess the impact of learning on performance and business metrics.
- 4
- Flexible Engagement Models:**
Our fractional model offers the expertise of top-tier strategists without the commitment of a full-time position, providing adaptable and scalable solutions for businesses of all sizes.
- 5
- Continuous Evolution:**
In the spirit of continuous improvement, we encourage an environment of perpetual learning, ensuring your team remains ahead in knowledge and skills.



Tailored Service Tiers

This is not a one-size-fits-all approach, we can tailor our services to meet the needs of your organization ranging from quick strategic analysis and recommendations, to more extensive engagement offering in-depth support.

Why WeLearn's Fractional Learning Strategist?

-
- Cost Efficiency:** Get the advantage of high-end strategic expertise at a fraction of the cost.
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- Innovative Approach:** Benefit from our blend of modern thinking, imagination, and cutting-edge techniques.
-
- Versatility:** Our services are designed to scale and adapt to your evolving business needs.

Take the Next Step

- **Book a Discovery Session:** Reach out to us for a discussion about how our Fractional Learning Strategist can support you in creating your learning and development strategy.
- **Subscribe for Latest Insights:** Stay updated with the latest trends in learning by subscribing to our newsletter.

Get in Touch

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Embark on a journey of learning transformation with WeLearn.

Engage our Fractional Learning Strategist today and unleash the full potential of your team!



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