

Strategic vs. Tactical L&D Governance: What's the Difference?

Strategic and tactical governance are two essential but distinct systems within L&D. Strategic governance focuses on aligning learning efforts with the long-term goals of the business, while tactical governance manages the day-to-day execution of those efforts. This infographic will help L&D leaders understand the differences between the two, enabling them to balance immediate learning needs with larger business objectives.

Comparison:

Tactical Governance:

- Focuses on day-to-day learning execution.
- Key players: CLO, L&D leaders, LMS Admin, Technology Leads.
- Responsibilities: Program execution, resource management, adherence to learning design standards.

Strategic Governance:

- Focuses on long-term business alignment.
- Key players: CEOs, CFOs, CLOs, Senior Business Leaders.
- Responsibilities: Annual budget approval, major L&D initiatives, overall L&D impact monitoring.

Takeaway:

Both governance systems are essential for creating agility and ensuring learning aligns with business needs at all levels.