Reflections Before Projections

L&D programs are vital to the success of your organization, but we're guessing you already knew that since you're here. At times, it's easier to trudge forward than to look back, but proper reflection propels more bountiful success. It requires a pause, a halt to creating more, an honest look-back, and a roll-up-your-sleeves we're-diving-into-this mentality. Especially when it comes to your learning and development strategy.

So, what exactly would an internal assessment of your L&D programs do for you?

Establish Benchmarks

An honest program inspection helps identify benchmarks in your learning operations so everyone knows what success looks like.

Identify the Cracks

Show how instrumental L&D programs are, along with the value they bring to organizational success. Expose the foundational cracks where L&D could help company-wide improvement.

Doing More with Less

Unfortunately, L&D budgets are often the first to be cut when money becomes tight. Keep a tally of where you were and where you are going with your learning strategies to shine a light on how your programs drive success. This can help keep your program on the essential list.

Now, how do you go about conducting an L&D assessment?

Well, that's why we're here! Let's dig in together. Grab your favorite pen and use the following sections to begin your reflection.

Learning & Development Strategy

What are your training needs?

What are your learning needs?

What does success look like within your organization's learning objectives?

What is the impact of this strategy on your organization as a whole?

Organizational Learning Culture

What efficiencies could be accomplished from meeting every learner where they are?

Is personalized learning the goal?

Budget

What do you currently spend on L&D? Be broad with this list and what you may classify as L&D.

What is the current ROI on your L&D programs?

○ Does this enable learning and/or training effectiveness?

○ Does this additional work into L&D programs bring value to our team?

○ Would enhancing this via an improved L&D initiative help meet or aid in meeting organizational goals?

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