



# Reflections into L&D Programs

Welcome to WKST #2 in Wisetail's L&D program reflection exercise. This worksheet is intended to be used as a complementary + follow-up exercise to WKST #1, Reflections Before Projections. As you complete this exercise, always remember who these programs are meant to serve. Community is everything. Supporting your people and driving success for people-first programs provides exponential support to organizational goals, your team, and - you!

**To start,** look at your reflection from Part 1. Don't have that on hand? No problem, you can grab it [here](#). Go through your reflection. What are your top two training needs that can be supported by L&D programs? Write them down.

Example: more efficient onboarding and increased retention - or - certification completions to ensure compliance.

Training Need #1

Training Need #2

**Next,** list your organization's goals for the year / quarter. **This is important!**

Organizational Goal #1

Organizational Goal #2

Organizational Goal #3

Organizational Goal #4

**Now,** take into account those two biggest training needs you listed above. Which L&D objective do you want to focus on to address those? For each objective you want to focus on, dive into the open-ended prompts below!

Example: Let's say DEI initiatives are high priority; being true to culture is the goal and the company isn't super encompassing.

**L&D Objective #1**

Who does it serve?

Why is it important?

**L&D Objective #2**

Who does it serve?

Why is it important?

What does this look like as a solution?

What overall organizational goal does it meet?

What does this look like as a solution?

What overall organizational goal does it meet?

What solutions/softwares do I need to reach this goal?

What does success look like?

What solutions/softwares do I need to reach this goal?

What does success look like?

**Curious how other L&D leaders tackled some common training needs?  
We'd love to help you.**

[Wisetail L&D Solutions](#)



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