
Current State**Complexities****Consequences****Brandon Hall Group POV**

 Select any of the following links to explore.



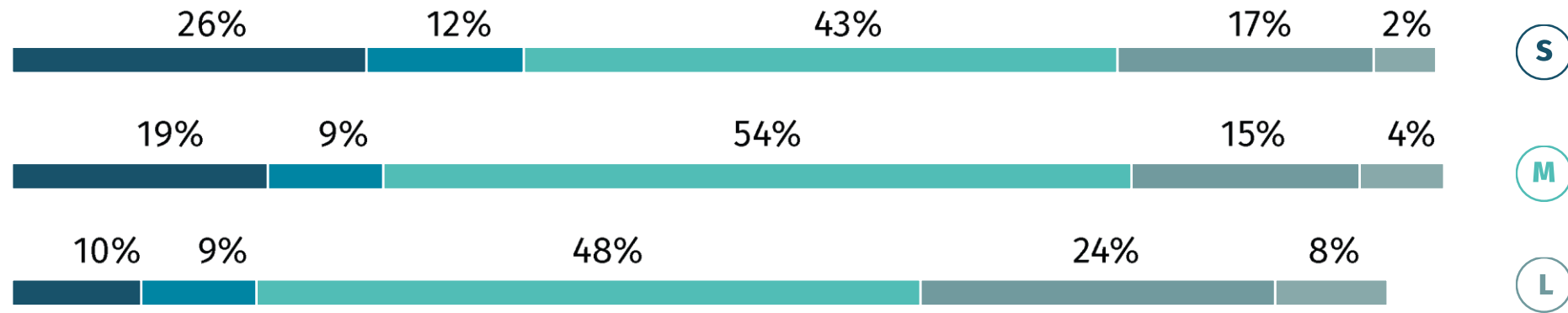
KnowledgeGraphic

Learning Strategy: Learning Needs to Drive Organizational Performance

Traditionally, the sole outcome for learning within organizations has been the learning itself - how efficiently it can be created and delivered. Learning strategies are focused on how best to stay in compliance and react to demands from business leaders. Fewer than 25% of companies say their L&D strategy is effective or very effective at helping achieve business goals.



Effectiveness of the L&D Strategy in Achieving Business Goals

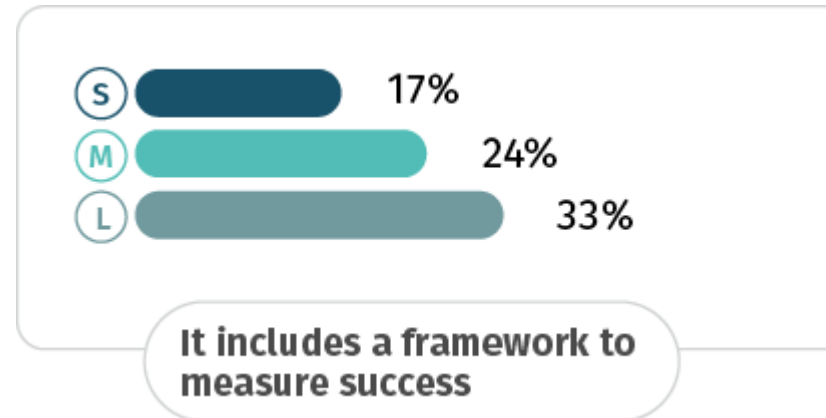
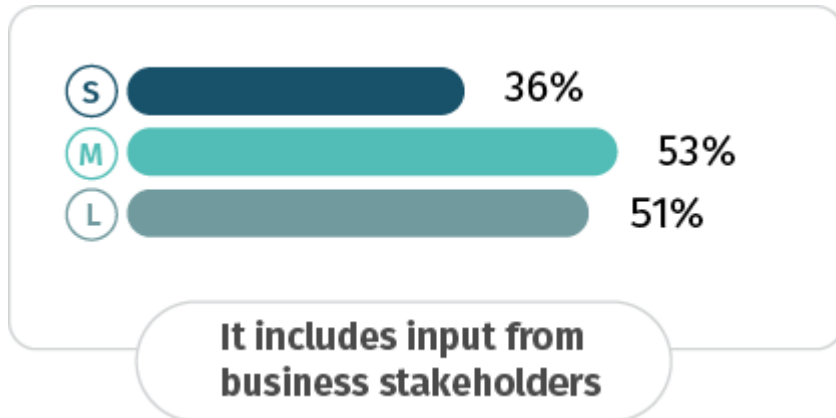
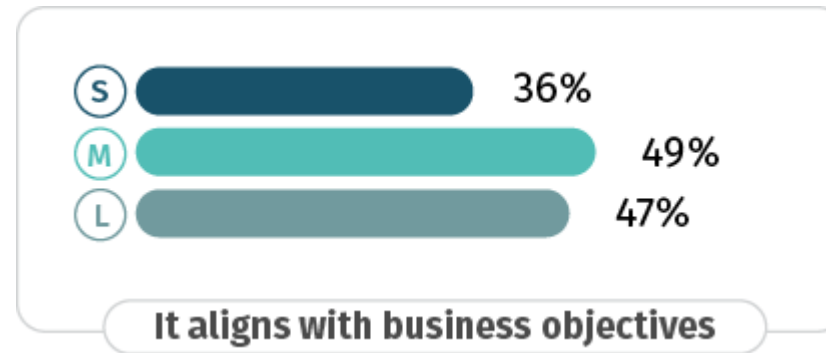
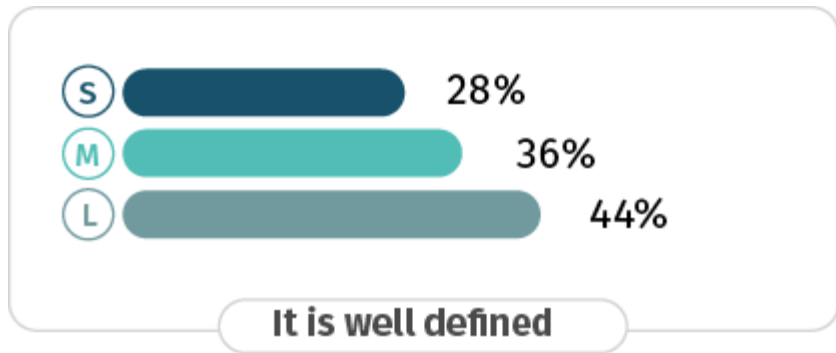


● We don't have an L&D strategy
 ● Not at all effective
 ● Somewhat effective
 ● Effective
 ● Very effective

O Overall
 S Small organizations (100-999 employees)
 M Mid-size organizations (1,000-4,999 employees)
 L Large organizations (5,000+ employees)



Organizations Rating Their L&D Strategy 4 or 5 on a 5-point Scale



Overall



Small organizations (100-999 employees)



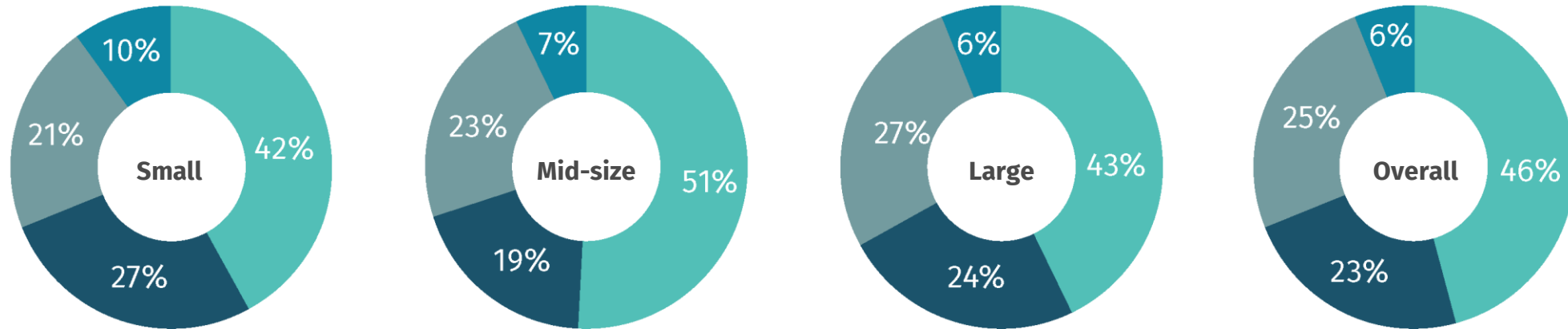
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



L&D Budget Allocation



Overall



Small organizations (100-999 employees)



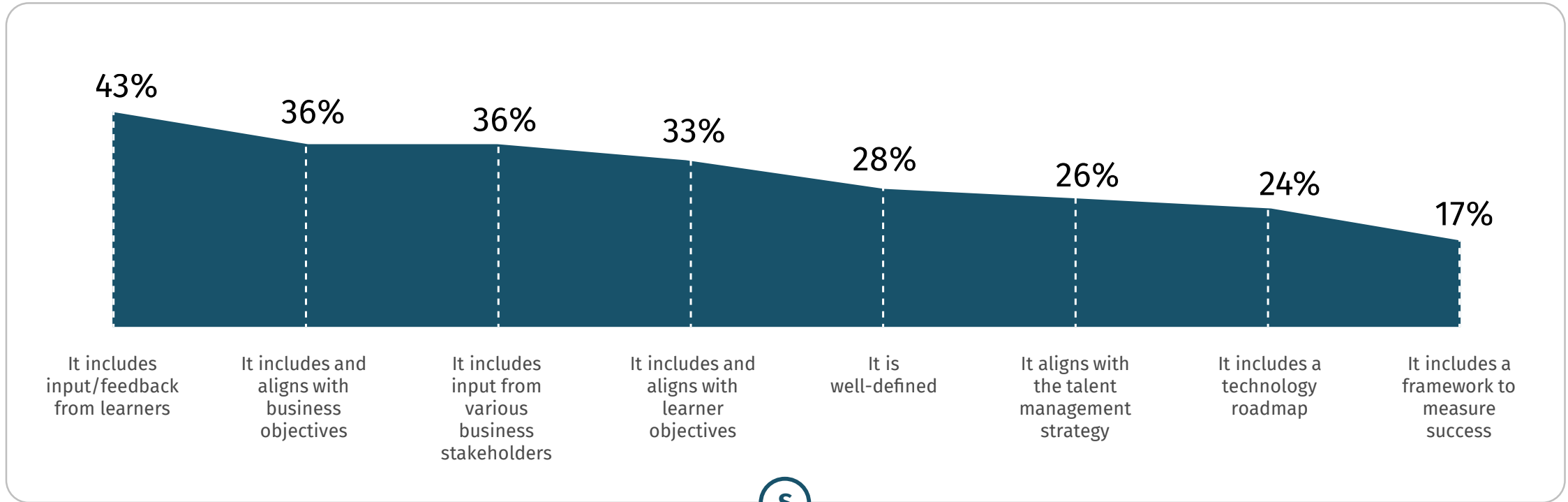
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Organizations Rating Their L&D Strategy 4 or 5 on a 5-point Scale



S

O

Overall

S

Small organizations (100-999 employees)

M

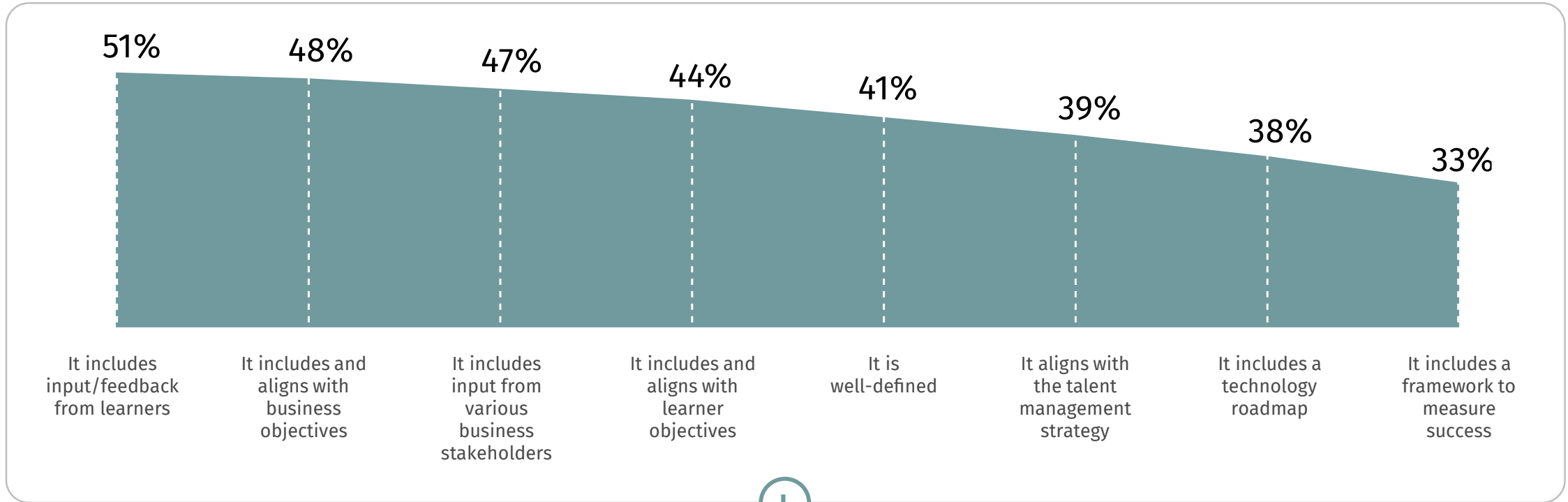
Mid-size organizations (1,000-4,999 employees)

L

Large organizations (5,000+ employees)



Organizations Rating Their L&D Strategy 4 or 5 on a 5-point Scale



L



Overall



Small organizations (100-999 employees)



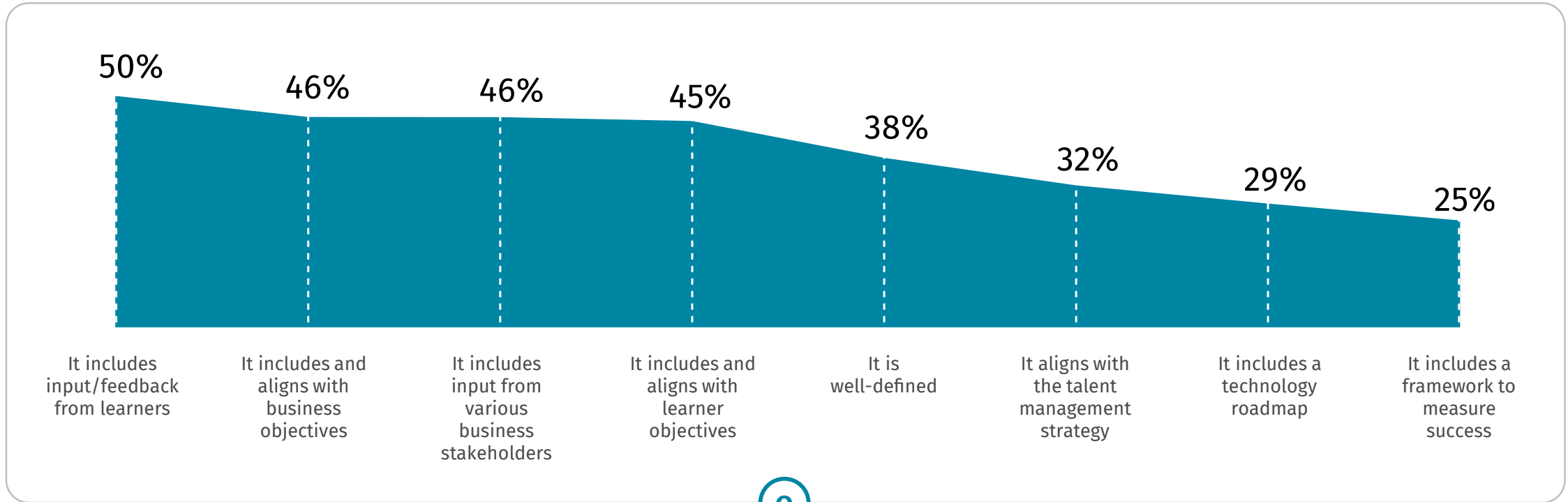
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Organizations Rating Their L&D Strategy 4 or 5 on a 5-point Scale



Overall



Small organizations (100-999 employees)



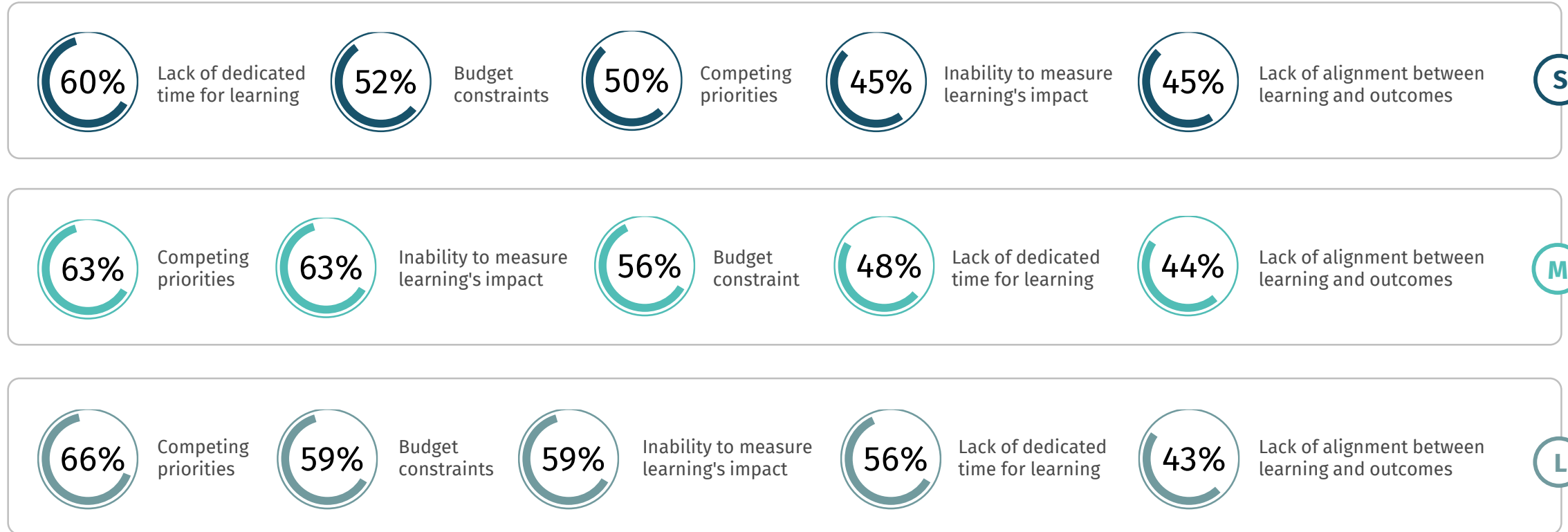
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Top Challenges to the L&D Strategy



Overall



Small organizations (100-999 employees)



Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Top L&D Priorities for Achieving Business Goals

	S	M	L
Rated 4 or 5			
Aligning the learning strategy with the business	79%	86%	88%
Improving the overall learner experience	82%	81%	80%
Improving Learning Analytics	63%	71%	78%
Increasing Microlearning	50%	71%	72%
Revising existing content for new modalities	47%	60%	70%



Overall



Small organizations (100-999 employees)



Mid-size organizations (1,000-4,999 employees)

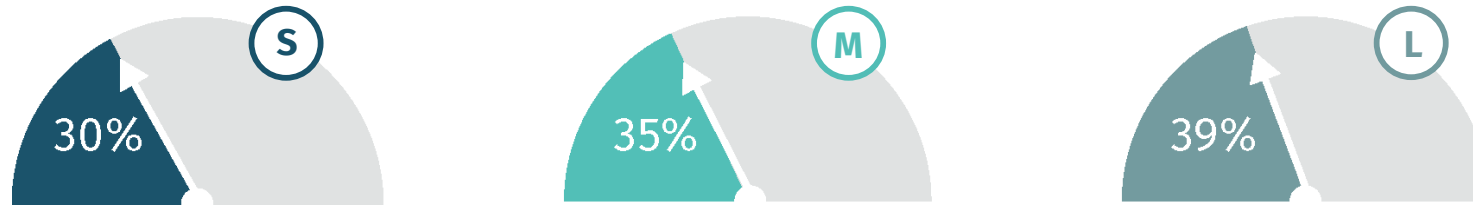


Large organizations (5,000+ employees)



L&D Is Not Adequately Preparing Organizations for the Immediate Future

Preparedness to develop future skills (Rated 4 or 5)



Overall



Small organizations (100-999 employees)



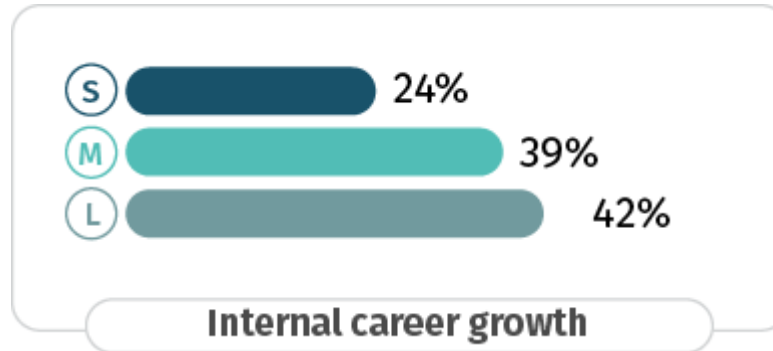
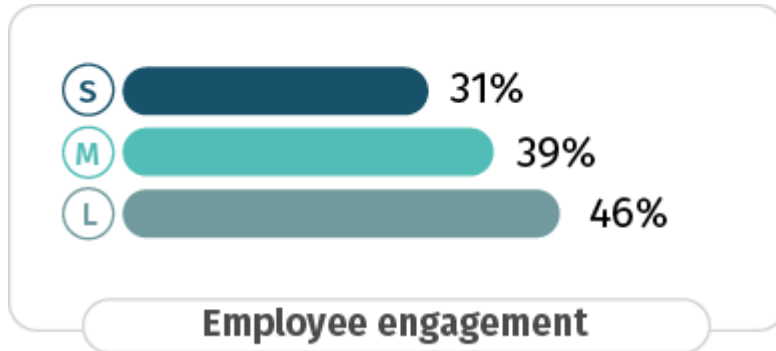
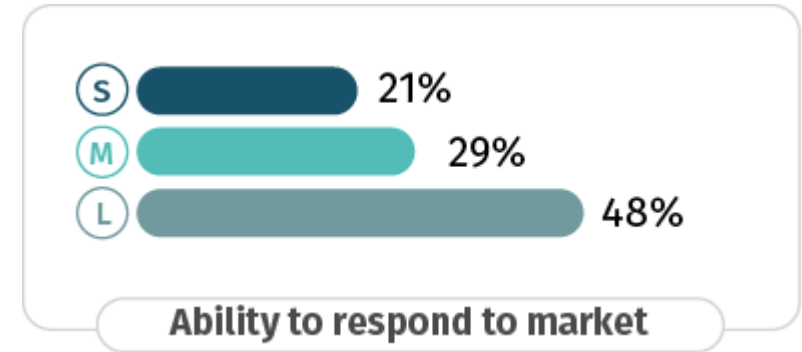
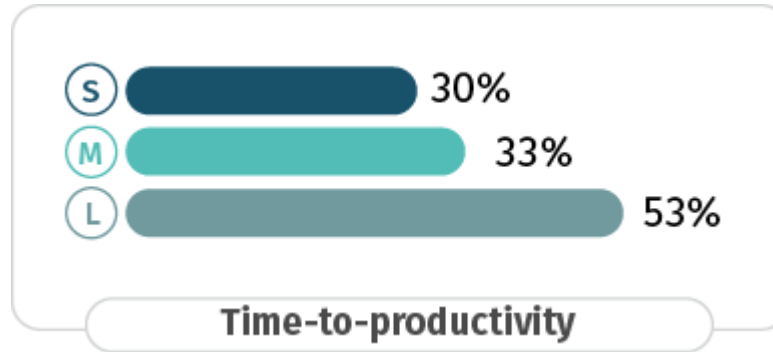
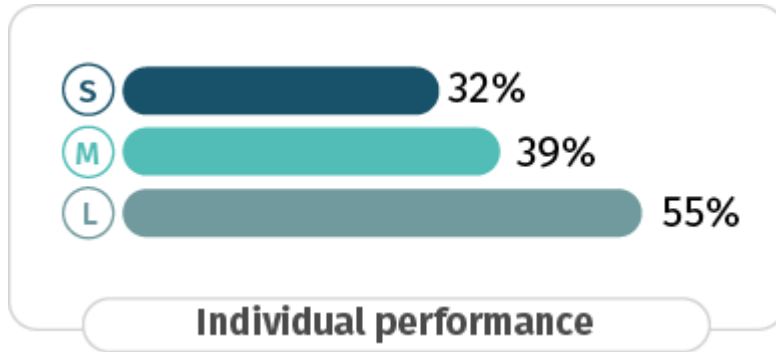
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Top 5 Outcomes Impacted by Learning (Rated 4 or 5)



Overall



Small organizations (100-999 employees)



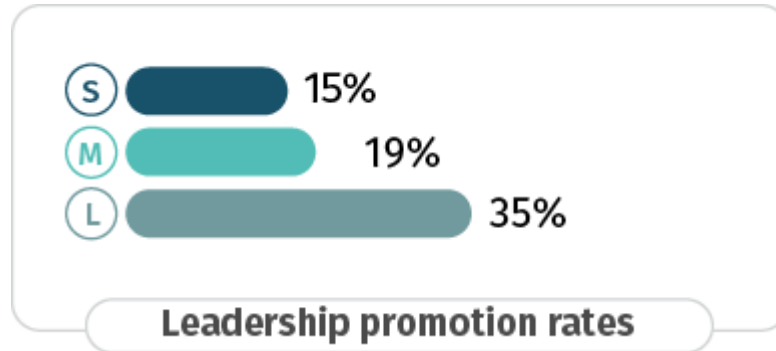
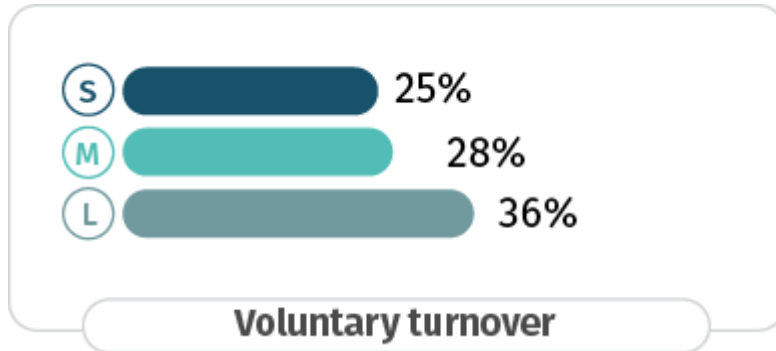
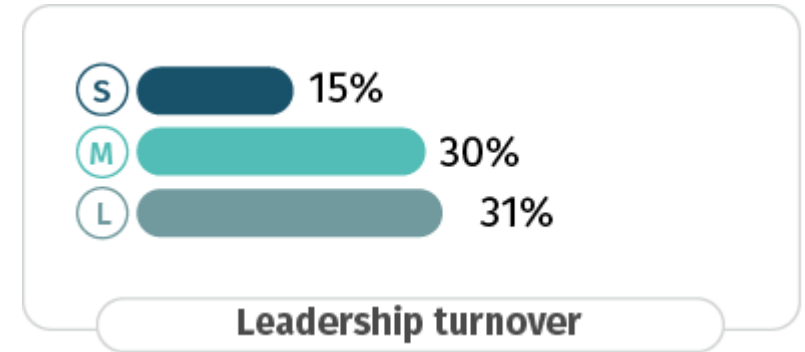
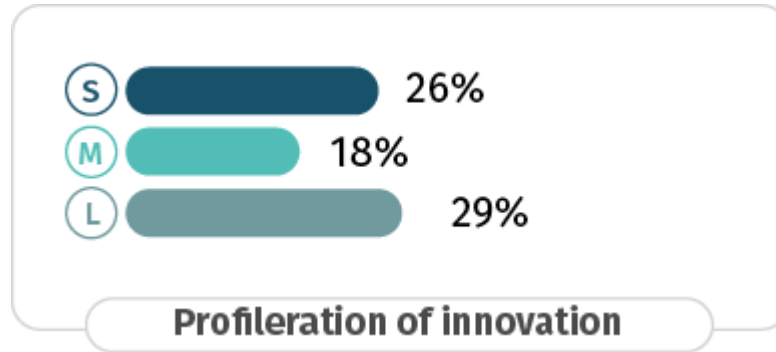
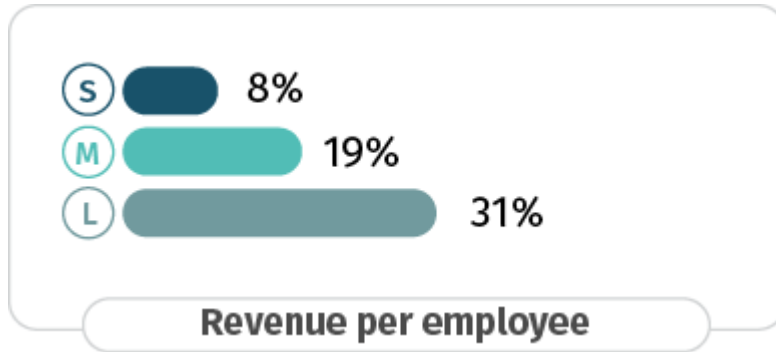
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Bottom 5 Outcomes Impacted by Learning (Rated 4 or 5)



Overall



Small organizations (100-999 employees)



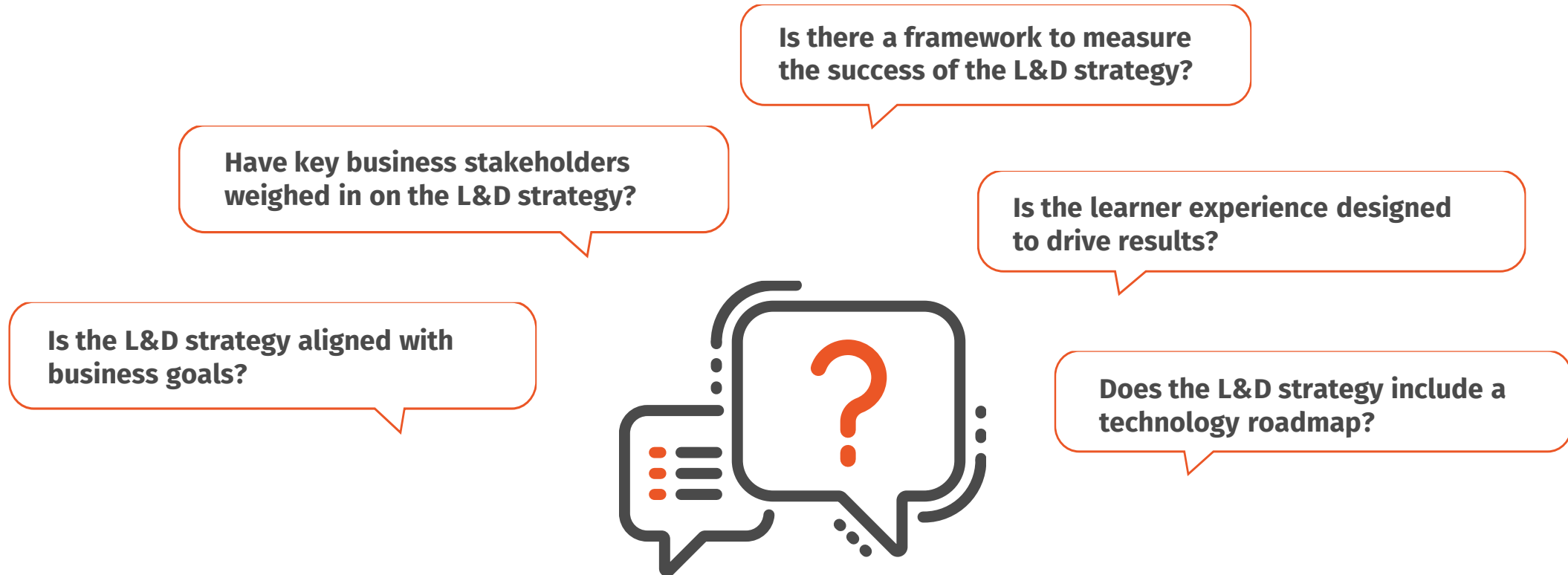
Mid-size organizations (1,000-4,999 employees)



Large organizations (5,000+ employees)



Five Critical Questions to Consider





Five Strategies to Improve the Learning Strategy

- 1 Understand the overall goals of the business and how learning can directly influence those outcomes
- 2 Work with the business as a strategic partner that is uniquely suited to deliver the performance they need
- 3 Use business outcomes to set clearly defined metrics on which to base learning programs
- 4 Deliver a focused, contextual learning experience that aligns with both business and individual goals
- 5 Determine which technologies will help best manage, execute, and measure the new strategy





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