

The Learning Leader Job Is Not Easy!

HOW IS YOUR ORGANIZATION DOING? OR HOW IS YOUR CLIENT'S ORGANIZATION DOING?

Select the best answer to the questions below by checking the appropriate box.

SECTION #1: LEARNING STRATEGY

- 1. Have you documented (30 plus pages) and socialized your learning strategy, including a compelling vision statement and implementation plan?**
 - ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
 - 2. Have you determined your organization's macro learning needs and identified learning delivery methods appropriate to these needs and audiences?**
 - ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
 - 3. Have you established governance to oversee the learning function and determined how you will measure its impact on your organization?**
 - ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
 - 4. Have you defined the criteria for when learning should be procured externally and have a learning organizational structure in place that aligns?**
 - ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
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SECTION #2: LEARNING EXPERIENCES

5. **Have you created learning paths, including rich formal and informal learning experiences, for your organization's major job families, roles, etc.?**
- ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
6. **Does your organization think of learning as a process or journey, not an event?**
- ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
7. **Do your organization's learning experiences include 25-50% practice (and real-time feedback)?**
- ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
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SECTION #3: LEARNING TECHNOLOGY

8. **Is your current learning technology infrastructure robust enough to support the needs of major audience groups?**
- ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)
9. **Have you defined your future state learning technology needs (that align with your macro learning needs and selected delivery methods)?**
- ☐ Yes (2 points)
 - ☐ Somewhat (1 point)
 - ☐ No (0 points)

10. Have you identified the gaps and necessary steps to fill the gaps between your current and future state learning technology?

- ☐ Yes (2 points)
- ☐ Somewhat (1 point)
- ☐ No (0 points)

SECTION #4: EXECUTING LEARNING

11. Have you documented and implemented your key learning processes (for example, intake process, vendor management process, development process), including steps and roles and responsibilities?

- ☐ Yes (2 points)
- ☐ Somewhat (1 point)
- ☐ No (0 points)

12. Have you documented and implemented your learning and learning technology standards in 10 or more pages of detail (for example, criteria for learning objectives and practice, versions for software applications, and file sizes)?

- ☐ Yes (2 points)
- ☐ Somewhat (1 point)
- ☐ No (0 points)

13. Have you created and implemented a set of tools (for example, design document template, evaluation items, storyboard template, pilot observation template) that align with your processes and standards?

- ☐ Yes (2 points)
- ☐ Somewhat (1 point)
- ☐ No (0 points)

SECTION #5: MARKETING LEARNING

14. Is your learning function doing five or more things (like newsletters, social media, learning expo, a plug from a leader) to “get the word out” about the great stuff your function is doing?



- ☐ Yes (2 points)
- ☐ No, but we are doing several of these (1 point)
- ☐ No, we aren't doing anything (0 points)

15. Are you regularly sharing the vision, strategy, and results the organization is getting from learning efforts?

- ☐ Yes (2 points)
- ☐ Somewhat (1 point)
- ☐ No (0 points)

16. Are you sharing the awards your learning is winning, the involvement your department members have in professional organizations, and tips for continuous learning?

- ☐ Yes (2 points)
- ☐ Somewhat (1 point)
- ☐ No (0 points)

SUMMARY

Now, add up your total points: _____

0-10 Points: You have an under-developed learning function and are at risk of providing ineffective learning or wasting valuable resources.

11-20 Points: You're off to a good start but have more work to do to have an effective learning function.

21-30 Points: You are in the top quartile of companies when it comes to your learning function but more can be done to improve.

31-32 Points: You have a robust learning function in place. Revisit your approach periodically to make sure it's focused on current business goals.

CONTACT INFORMATION

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