

6 STEPS

CREATING THE BALANCE BETWEEN THE ORGANIZATION & LEARNER

Step 1: Identify Biz Objective

Step 2: Describe it as Performance

Step 3: Express it in Everyday Terms

Step 4: Determine if Learner is Ready

Step 5: Identify Best Way to Learn

Step 6: Personalize the Learning



What **business objective** is the training help achieve? Find it in annual reports, business plans or ask a manager.



What **performance changes** need to happen to achieve this business objective? Describe them in concrete terms.



Describe the objective and changed performance in **everyday terms people are familiar with**. Like the way a journalist might describe it in the newspaper.



Determine if learners are ready to learn the new performance. If not, work on preparing them. May involve some change management processes.



Identify the **best way to learn** the new task. Class? Online? Microlearning? Coaching? Mentoring? Networking? Ensure method is effective - ie draw on learning science.



Personalize the Learning to the learner's skill level, experiences, needs such as when, where, at what pace and how.

ORGANIZATION-CENTRIC

LEARNER-CENTRIC

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