

Strategic Learning

How to build a learning program that gives people what they need to do things differently



We offer learning events to provide opportunities for people to get what they need to be more effective. Sometimes this goal is achieved, but often turning learning into action is left to chance. A learning strategy connects the change that we are trying to make in the world -- our larger organizational strategy -- with activities most appropriate for the people we are focused on helping. It challenges us to think before and after about what will be different because of our learning work. It creates a system that sustains action over time.

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ORGANIZATIONAL STRATEGY

- What problem/opportunity are you focused on?
- What does success look like?
- What big issues are you grappling with?
- Who do you need to move to what action?

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LEARNING LEVERS

What activities would connect your strategy with your target audience? Choose from all categories: learning + support + tools + connection = action!

LEARNING

Workshop
Conference
Webinar
Micro-learning
Blended Learning
Tutoring

SUPPORT

Coach
Mentor
Consultant
Peer coach/mentor
Supervisor support
Referral system

TOOLS

Template
Step-by-step guide
Worksheet
Directory

CONNECTION

Happy hour
Network
Learning lunch

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TARGET AUDIENCE

Who are you focused on, and what are they like? Some ideas to consider:

Knowledge/skills

Novice _____ *Expert*

Interest in learning

Resistant _____ *Eager*

Strengthen of network/ access to others

Weak _____ *Strong*

Geography/access to learning

Long distances _____ *Easy access*

Confidence

Low _____ *High*

Preferred learning mode

Informal (unstructured) _____ *Formal (structured)*

Motivation

Mandatory learning _____ *Self directed*



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SUCCESS CHECK

- Did you achieve what you set out to accomplish?
- Did your learning program make a difference in how well you could achieve your organizational goals?
- How do you know?

