Learning & development strategy

Action time:
22 days over 8 weeks

# Do you want your organization to be ready for the future?

Do you have a holistic, unique learning & development strategy for your entire organization?
[Eg: Vision, learning need, capability framework, budget, approach (mode, design, facilitation, ecosystem, feedback, evaluation, certificate) branding, Innovative experience, analytics, Impact & governance etc]

We partner to solve the puzzle with your leadership team & co-create a solution together with a creative twist, in just 22 days over 8 weeks!

Let's co-create your "Learning & Development strategy" together!
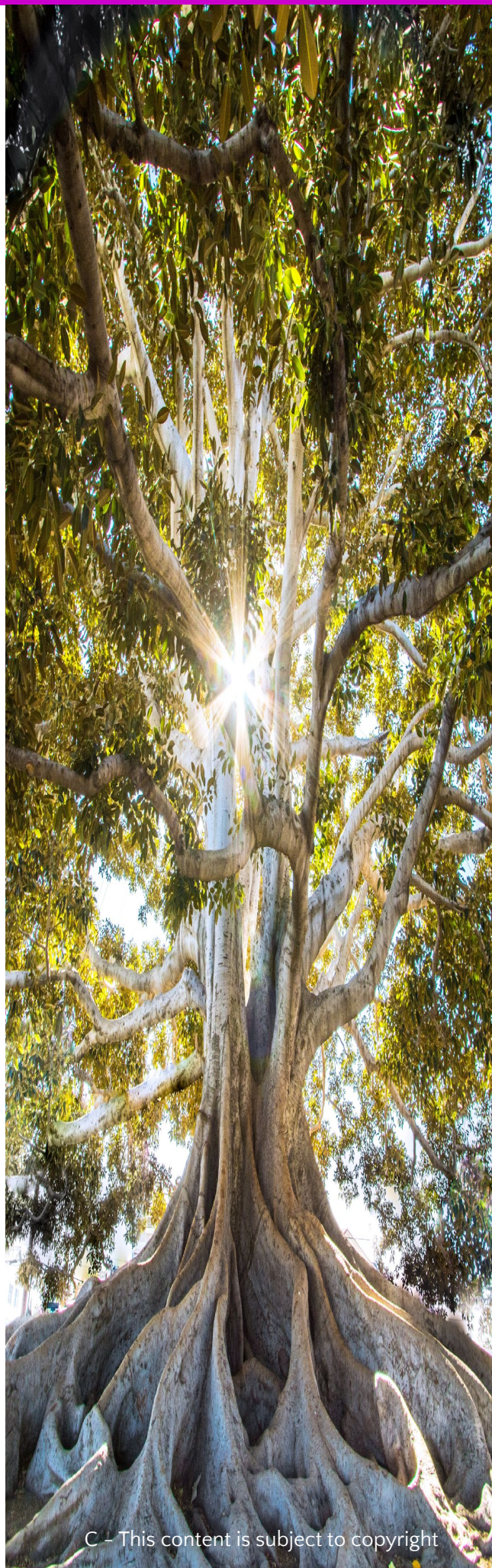
To build a forward compatible Learning strategy, our USP is that we do it innovatively, with a twist, based on design thinking, theatre tool, accelerated facilitation style.

With a creatively confident style as

- **Step 1 we discover through exploration interviews with c-suites/heads, diagnostic research of what exists in your organization vs competition**

- **Step 2 we launch an immersive workshop with your team, to co-create your learning strategy together with best in last research for picking the best style**

The key creative tools that we use in this journey are picture decode, Scavenger hunt, Legos, Puzzle, Mix & Match, Visualize a vote.

Offering 5 a)– L&D strategy approach

3. Ideation workshop on
- **Learning need analysis**
- **Capability gaps**

with BU Heads

4. Survey
Learning need analysis, bottoms up with persona tagged employees

5. Cocreation workshop on Capability framework for 3 key personas

1. Interviews
- **C suite**
- **BU Head**

To understand high level vision & more about current Learning & development

2. Research
- **Internal research for capability & culture**
- **External research for capabilities & culture**

6. Final cocreation workshop for cocreating complete L&D strategy output

With c-suite/ core project team

5 a) Learning & development strategy final output

Cocreated Version I of

1. **Learning Vision**
2. **Learning Need Analysis**

(Insights from research, top-down workshop, bottoms up surveys)

3. **Capability framework for 3 key roles**
4. **Learning Budget**
5. **Learning Approach**

- Mode (Class room, digital, virtual, Social/Collaborative etc)
- Design/development
- Facilitation
- Ecosystem partners
- Feedback & evolution
- Evaluation /Assessments
- Certificate

6. **Learning Experience Innovation –First movers**
7. **Learning Branding promotion & Culture**
8. **Learning Analytics**
9. **Learning Impact/ROI**
10. **Learning operating model/ Governance- Organization structure**

4. Learning Budget

Approaches to budgets
- Budget per employee
- Program-based budgeting
- Business wise budgeting

Types of Learning Costs
- Assessment costs
- Development costs
- Delivery costs
- Evaluation
- Administrative costs
- Travel, lodging, and meals costs
- Facilities costs
- L&D staff salaries and benefits
- Learning and promotional materials
- Online Learning costs
- LMS costs
- Overhead costs
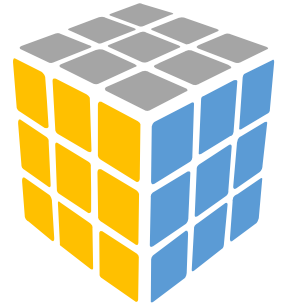
6. Learning experience & innovation

Apply new technologies Simulation platforms to accelerate and enhance experiential learning based on Development plan, Learning goal, Voice notes, Collaborated peer learning
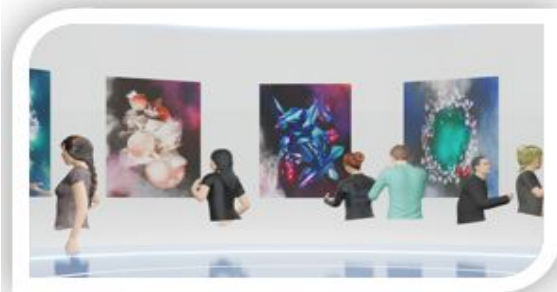
METAVERSE

VIRTUAL REALITY

ARTIFICAL INTELLIGENCE

AUGMENTED REALITY

5. Learning Approach-Design & Facilitation techniques

i. Instructional Design

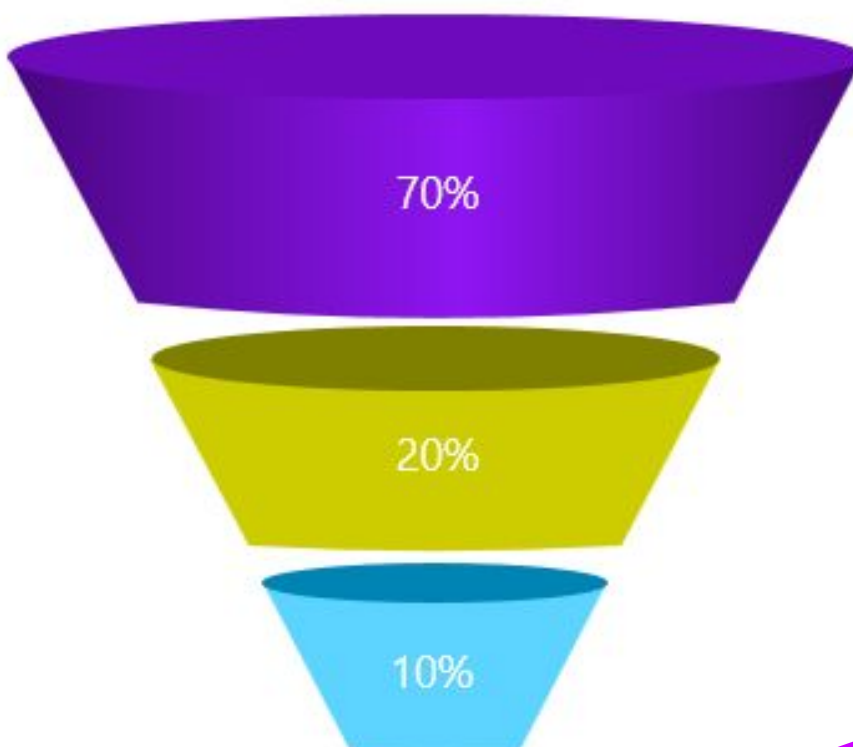**ii. Theatre based Learning**

iii. Accelerated Learning

Discovery of Tools:

- Play/ Drama/Movie/Movement-learning feelings, let go barrier /Street play-acting the learning material/ Wandering ppt/stealth learning
- Intimate Interactive Theatre
- Radio/Doha/Poems/Mythology-Vedas, Dohas/Stories
- Dance/Flash mob/Latino dance
- Music/Song/Rap/Jingle
- Painting/Poster/Picture decode/Art Gallery/Museum Tour /visual learning summary
- Puppetry
- Circle time & group freeze

Extra:

- Simulation based carnival-TV/Video games/ Leader boards/Mix and match/ scavenger hunt
- Books/Quiz/Quilting/jewelry making/pottery/craft/lego/Comic strips

Guess What % of learning happens by the 3 Es?

70%

20%

10%

7. Learning Branding, promotion

Content:
- Tag line
- Need for this pathway
- Audience
- Journey
- Impact

Design elements:
- Logo
- Music/ Sounds
- Tone/Voice
- Color
- Creative Avatar / Persona

Types of content:
- Written
- Videos
- Audio

Marketing Channel:
- Calendars
- Standees
- Creative mailers
- Passports/ Certificates
- Digital screen
- Podcast
- Magazines/ Journals
- Conferences
- Story telling sessions
- Social Media platform publishing (Internal & External)
- Puzzles/ Hackathons
- Quiz
- Townhalls/ Meets

8. Learning culture

i. Linked to Individual development plan

ii. Linked to the Leadership standards

iii. Make it Fun

iv. Making it a part of the DNA

v. Dimsum bytes on demand learning

vi. Learner style based curated content & peer learning

vii. Reward a learning culture (specially application of learning) with
- Leaderboards & creative ways
- Metrics
- Batches
- Awards

Offering 5 a) – Learning & development strategy literature snapshot

9. Learning Analytics

- Budget/ employee
- Learning days/ employee
  o Tech, Orientation, PD, Leadership vs mandatory
  o Classroom vs digital
- Unique employee coverage (% without mandatory)
- No of programs launched (Internal vs External)
- No of Capabilities with Internal faculty vs external vendors

- No of learning council members based on capabilities
- Time to close an identified skill & capability gap for an employee
- Kirk Patrik based feedback reporting

- No of programs -Org wise capability uplift, career mobility programs
- Build, Buy, Borrow, Bot % capability roles
- Leaderboards for digital learning
- No of programs with Experience, exposure, education

Do write to our Genie :

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"Learning & development strategy"

together!

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