

MEASURING THE BUSINESS
IMPACT OF LEARNING

LEO

THREE STEPS TO PRACTICAL, EFFECTIVE LEARNING MEASUREMENT

**Define your strategy.
Build your capabilities.
Drive business and
individual performance.**

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We understand that developing a learning measurement strategy can feel like climbing a mountain, but with our support, it can be achieved in three easy steps.

Our measurement program will give you practical direction on how to move forward, whatever stage you're at in your measurement journey.

STEP 3

Scale Up and Roll Out

Now you're ready to scale up and embed your strategy within the business. The third step of our program will prepare your team for full-scale rollout.

Conduct a Big Data 'Deep-Dive'

- Establish how to access, extract, and analyze the key business and learning data
- Put in place the processes and technologies that enable you to collect critical KPIs at scale

Prepare for Rollout

- Use insights from the pilot to finalize your measurement strategy
- Refine your approach to analysis and reporting
- Document detailed business and technical requirements to support buy/build decisions

STEP 2

Grow Measurement Capabilities and Road Test Your Strategy

Our experts will empower you to move forward by upskilling your team and embedding the tools and processes needed to implement your successful measurement strategy.

Design Processes and Tools

- Define the processes and tools that work best in your organization

Upskill your Team

- Develop consulting skills to ensure your team is comfortable having business performance conversations with operational managers

- Build up vital measurement capabilities—such as using data to design effective learning blends
- Enable teams to communicate powerful stories of business impact

Run a Strategy Pilot

- Design a pilot that road tests your measurement strategy

STEP 1

Visioning and Action Planning

Clarify your goal and how to get there. Our measurement experts will help you:

Understand Your Starting Point

- Align stakeholders around a shared view of how to use data-driven learning to transform business performance

Define Your Vision

- Develop your vision and document the strategy to deliver it

- Assess the barriers and opportunities that could help or hinder your goals

Document Your Plan of Action

- Understand the strengths and weaknesses of your team and how the gaps can be closed
- Design a two-year roadmap to deliver your strategy

GOALS (STEPS)



YOUR JOURNEY (TIME)



BASE CAMP (START)



HIGH

MATURITY (CAPABILITY - INVESTMENT - INSIGHT)

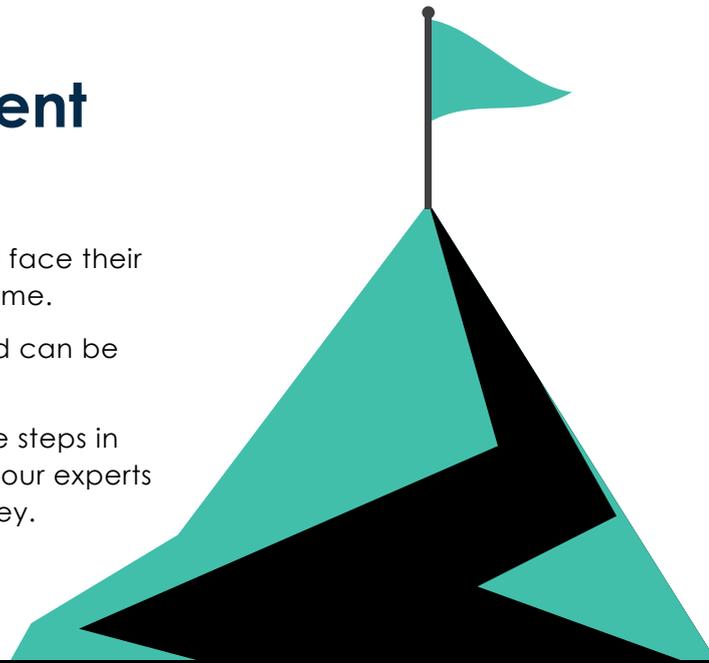
LOW

Achieve Your Measurement Goals at Your Own Pace

Every organization is different and every L&D team will face their own challenges and competing priorities at any one time.

That's why our three-step program is highly flexible and can be completed at your own pace.

Whether you have the capacity to embark on all three steps in the space of a few months, or it's spread over a year, our experts are on hand to guide you on your measurement journey.



Building Your Capabilities

We know that the range of skills and knowledge required to implement a measurement strategy can seem overwhelming to many L&D teams.

That's why alongside our three-step program, we also offer capability building workshops.

These workshops have been specifically designed to build in the key skills and knowledge L&D professionals require to successfully design and implement a measurement strategy.

Three workshops will cover:

Learning
Measurement
Foundations

Performance
Consulting
Skills

Learning Analytics,
Strategy, and
Implementation

Each workshop will be run by one of our measurement consultants, who have delivered measurement strategies for global organizations.



Ready to measure the business impact of your learning?
Get in touch on measuring@leolearning.com.

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