

# An Introduction to the INL Learning & Performance Framework

AIGEES

# Purpose – output framework

Alignment

Integration

Governance

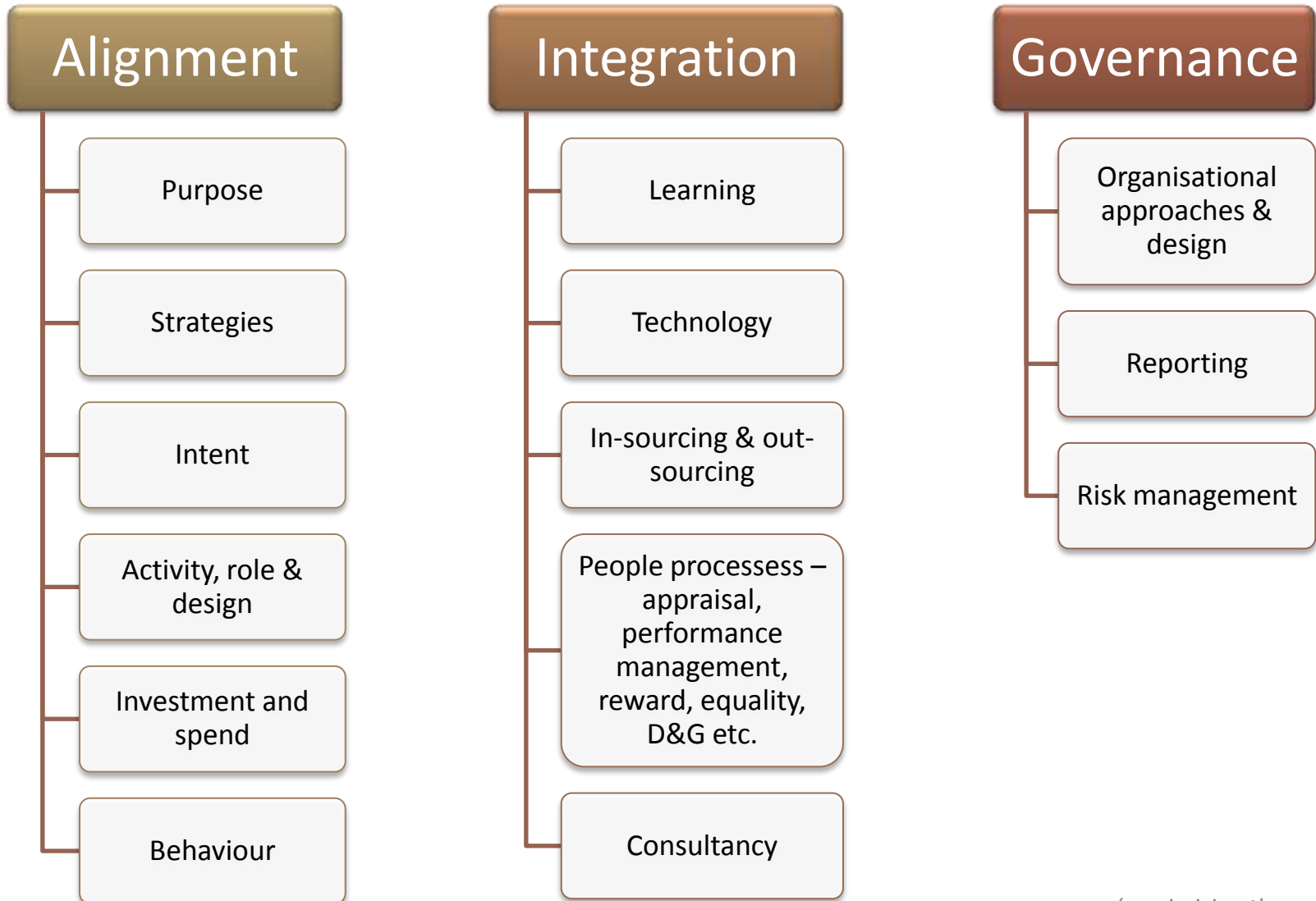
Efficiency

Effectiveness

Sustainability



# Considerations – relate to purpose



# Alignment or Purpose



Organisation course



Agreed direction and interpretation



Collaboration



Executive commitment



Positive handovers



United we ...

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# Learning Strategy Alignment

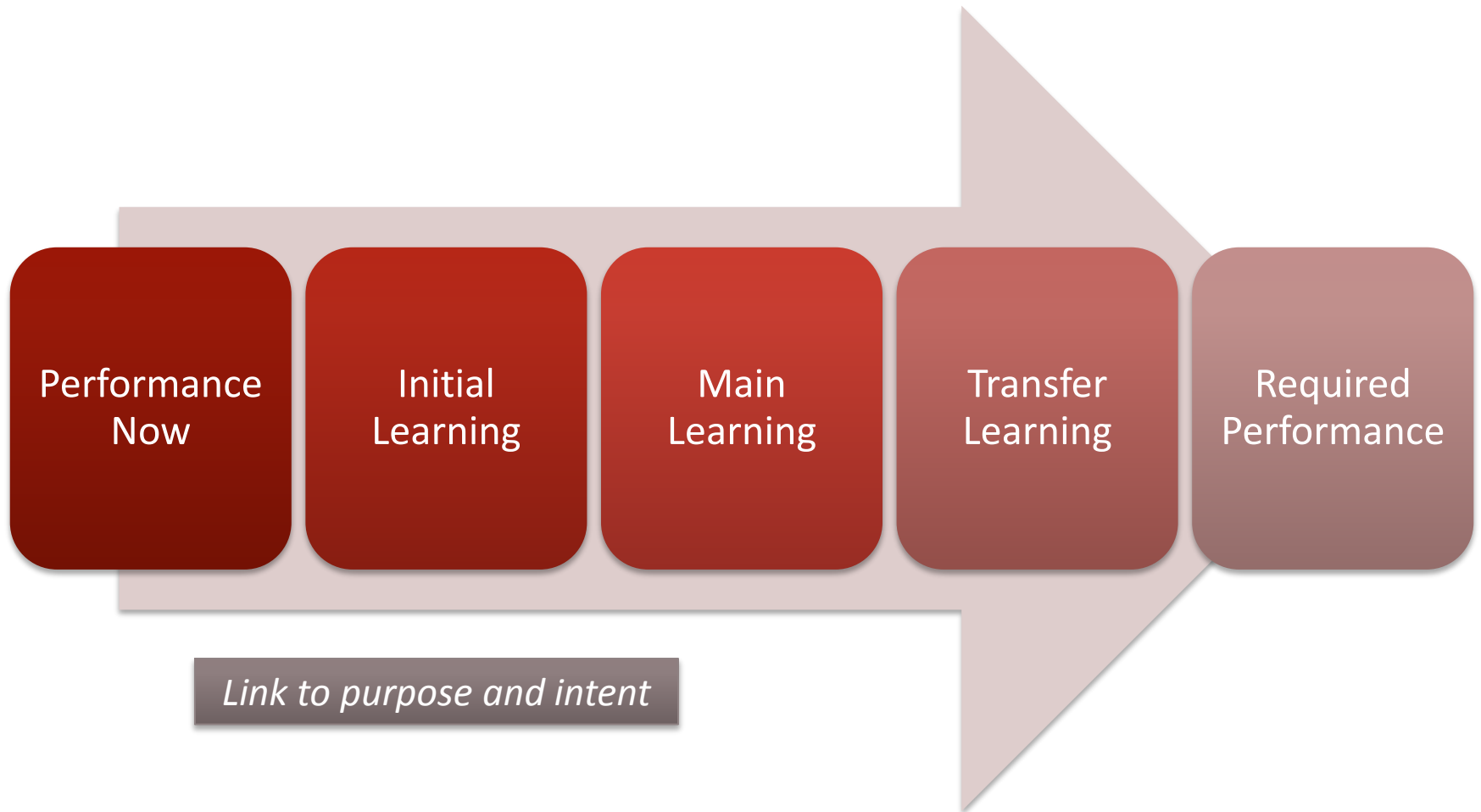


# Integration of Purpose

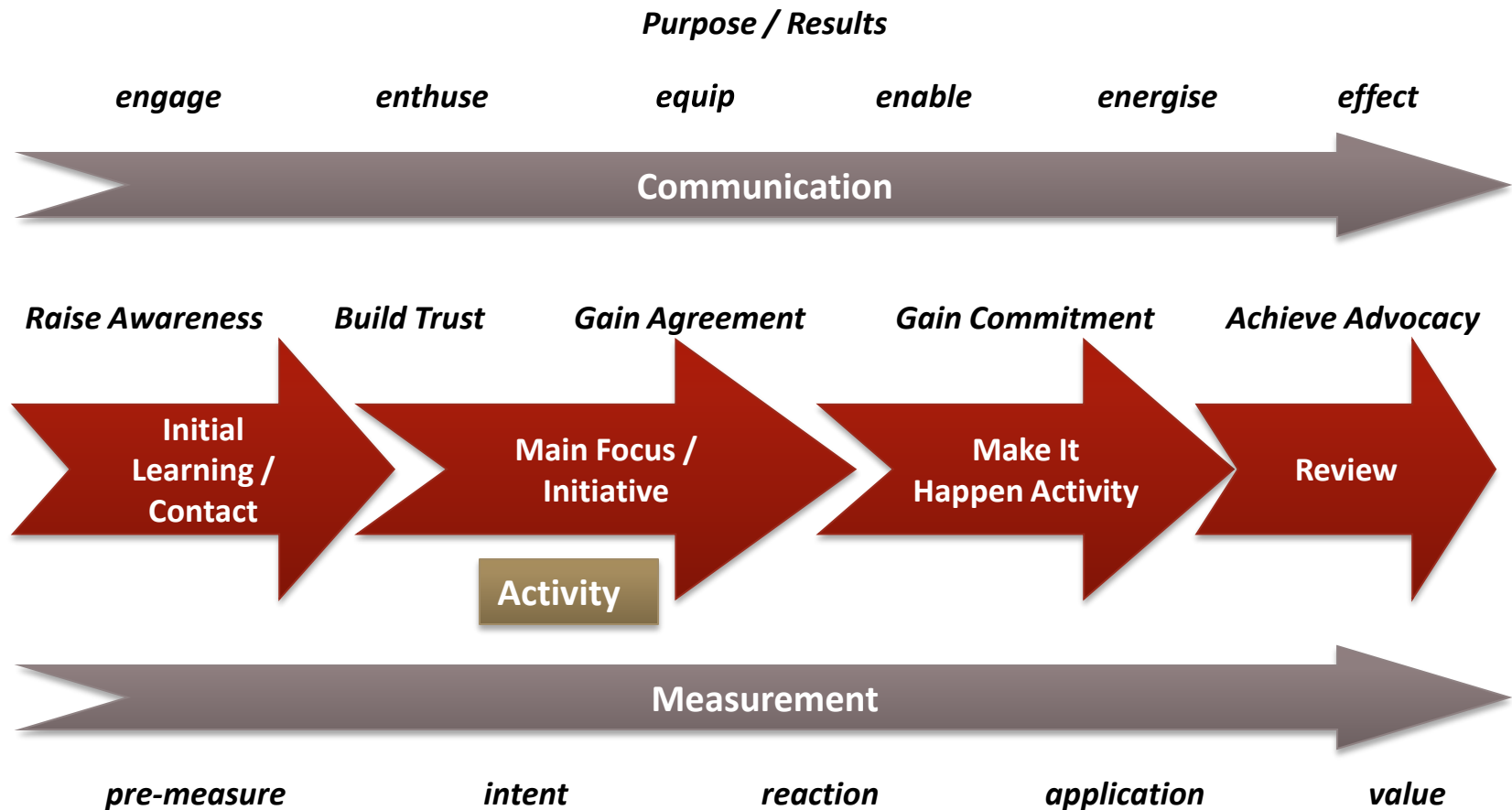


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# Learning & Performance Journeys



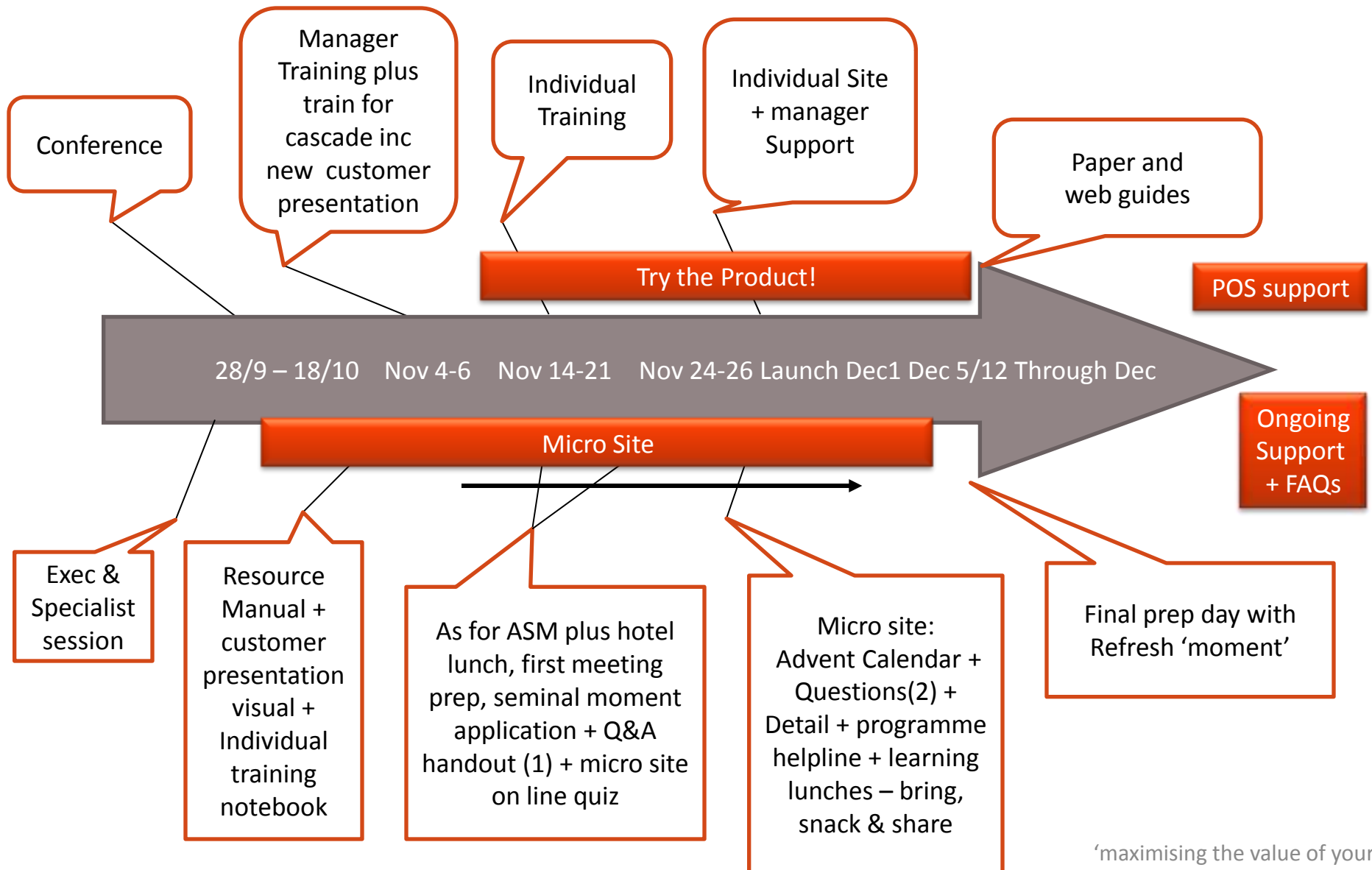
# Communication, Activity and Measurement – ensuring all are considered



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# Learning Journey for New Product Launch



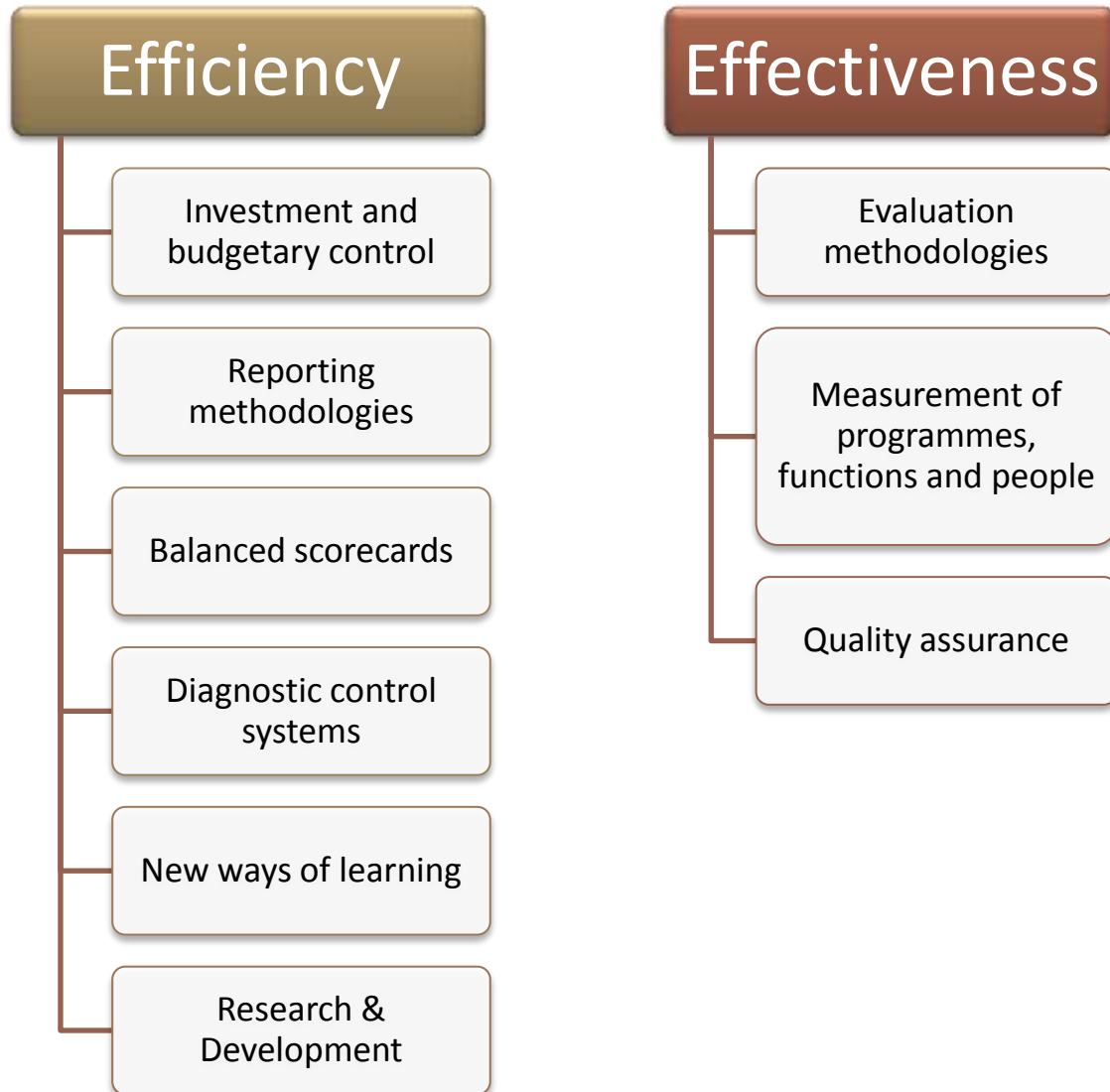
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# Purpose – governance and clarity of responsibility

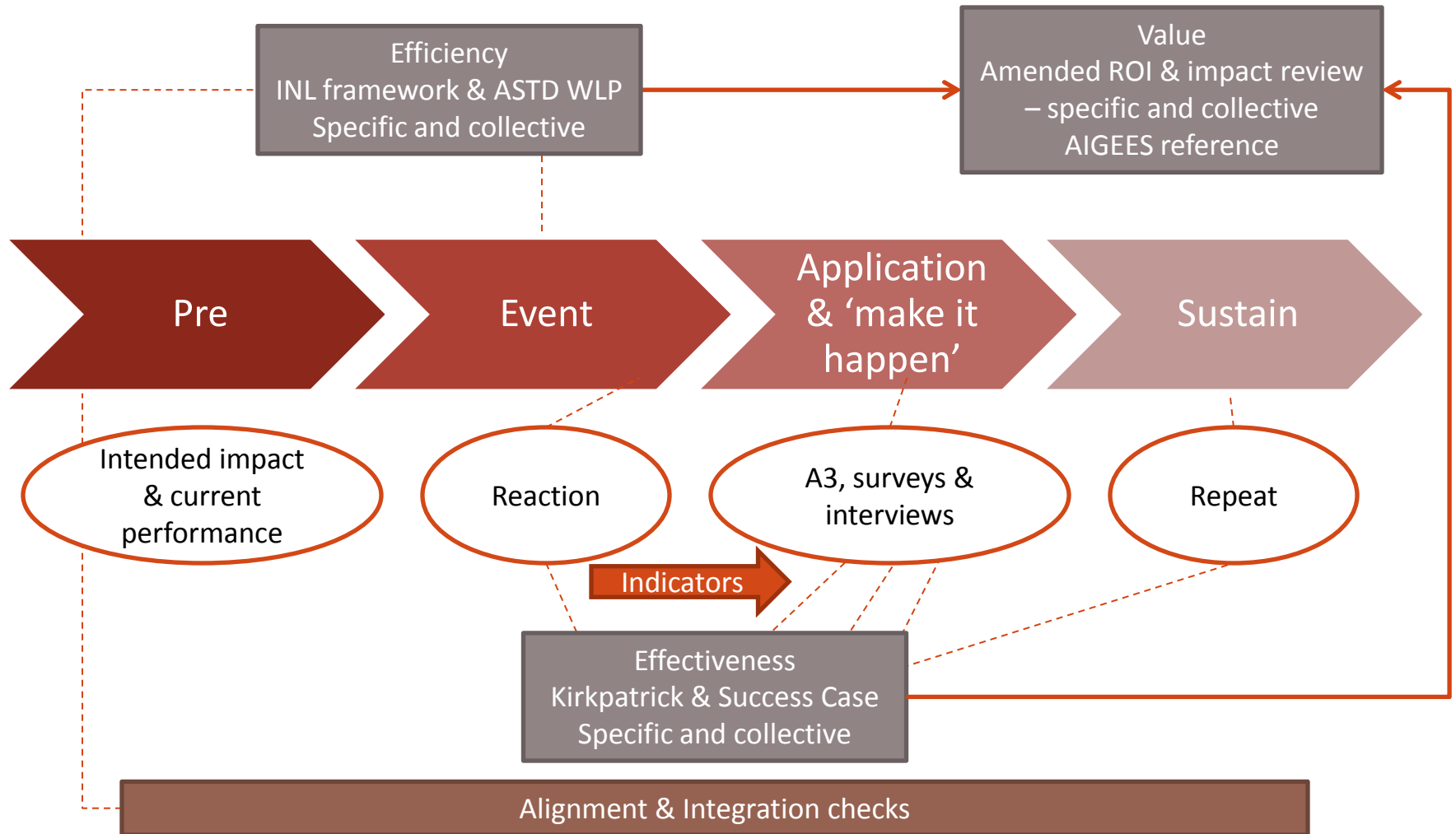


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# Considerations – relate to purpose



# Measurement of L&D – governance framework



# Clarity and stages of implementation action



*Transform*

Mission – Strategic goals  
Define meaning of approaches

Leadership and management tasks

*Improve*

Values & behaviours

Roles & responsibilities

Specific deliverables

*Foundation*

Processes, Plans  
Resources identified & allocated

Responsibility, authority & accountability  
COMMUNICATION - MEASUREMENT

# Purpose drives Efficiencies



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# Purpose drive Effectiveness



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# Develop to Improve - performance development

Cannot do	Can do	
Develop – coach, train, stretch project, action learning set, secondment, placement, internal interim for development	Motivate, support additional responsibility, coach others	<b>Will do</b>
In jeopardy!	Counsel – (potential to train causal element to release performance	<b>Will not do</b>



# Purpose drives Sustained Improvement – change



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# Considerations – relate to purpose

## Sustainability

### Responsibilities

- Individuals
- Management
- Organisation Design & Culture – rhetoric and reality
- Team effectiveness
- Reward
- Learning & Development
- Wider people processes
- Peers