

Building a Learning Strategy

***A step by step guide to creating a learning strategy
to create energy and impact***

Neville Pritchard at The Learning Sanctuary

Do you ask yourself these questions?

- How widely are people using what they learned in a training programme or other intervention?
- How well aligned and integrated are our learning & development people, strategies, activity, content and processes with those of the organisation?
- To what extent is the purpose of training achieving an appropriate balance of output to meet the intent of the organisation?
- Is learning & development, training, talent development and other development initiatives working to the organisation agenda?
- Is learning opportunity provision cost-effective? Is it wasting money?
- To what extent is training effective?
- How sustained are improvements in performance?

***This Master Class will provide you with the answers to these questions
in a timely and cost effective manner.***

*"Neville has supported us through a significant change in shaping our learning strategy with first class coaching and strategic thinking."
Head of L&D – Financial Services Organisation*

Building a Learning Strategy

- Ensure a well considered and pragmatic approach to determining the right learning & development strategy for your organisation.
- Utilise a framework of consideration that explores alignment, integration, governance, efficiency, effectiveness and sustainability.
- Reflect on the balance of the PERC of learning & development for your organisation.
- Build on your strengths.
- Complete a relevant the thorough strategy template to take back to your organisation.
- Use the outputs to enhance credibility and perception of the contribution of learning & development to your organisation's success.
- Relate strategy to operational excellence and impact.

How can I apply this to my organisation?

- We offer a one-day workshop with no minimum number of participants.
- The workshop is practical and hands-on, built around current best practice thinking.
- Participants receive exercises, templates, practice, and input focused on building a Learning Strategy for their own organisation.
- Topics covered include:
 - AIGEEES framework
 - PERC (I) focus and balance
 - Method and media review
 - Organisation needs
 - Dealing with agendas
 - Implementation planning
 - Working with focus groups
 - Involvement, ownership, responsibility and accountability
 - Organisation design
 - Operational support
 - Impact analysis and perception management
- By the end of the day, participants will be able to apply the tools and techniques to the review and/or building of their own learning strategy.

What difference will this make?

Individuals will be...

- Clearer on the potential of learning
- Better motivated
- Understand the context of learning in their daily challenges
- Committed to learning & development to improve performance
- Recognising the positive intent the organisation has to help and develop them
- Taking ownership for managing their own issues, performance and development

Teams will...

- Be more aware of support
- Have improve access to learning
- Have a stronger sense of identity with the organisation
- Take ownership for their own issues, performance and development

The organisation can expect...

- Improved organisation alignment and integration in the way in which learning is used and involved in creating value for the organisation
- Improved governance and reduced people risk
- Greater efficiency and reduced costs with better returns on their investment in learning & development
- Improved focus
- Reduced staff turnover
- Improved performance
- An improved bottom line

Neville Pritchard

Neville is an experienced learning of learning and development in organisations, with a passion for maximising the value of its investment. He is a Director and co-founder of the INL Consultancy Ltd. and The Learning Sanctuary Ltd.

Neville has held the posts of Learning Director and Head of Barclays University at Barclays Banks and Head of Group Training and Management Development at Abbey National.

He has implemented successful learning and development strategies. He now advises, coaches and consults on reviews of and the establishment of learning strategies in organisations across a number of industries.

Who Do I Contact?

Email: info@thelearningsanctuary.co.uk to book your place on this exciting and enlightening event.

To discuss further, please telephone The Learning Sanctuary on: 0845 833 1178