



Extraordinary Learning Strategy Checklist

Notes

Robust

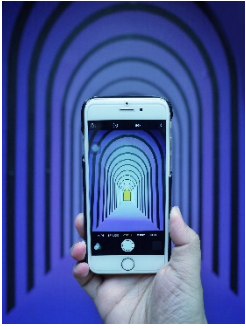




- Is it current (based on a needs assessment conducted within the last 6 months)?
- Does it include a method to onboard new employees during, at least, their first 6 months?
- Does it include a method to facilitate peer-to-peer learning through mentoring partnerships?
- Does it include a method to ensure a pipeline of qualified employees and managers to fill vacant positions?
- Does it include a system that uses technology to gather tacit and explicit knowledge, allows people access to use it and learn, while providing a method for organizational experts to feed knowledge back into the system is what knowledge management leads to performance improvement?
- Does it include a program to assess and continuously develop the talent development (e.g., training department, learning and development department, etc.) staff and managers?

Variety



- Are multiple types of formal and informal learning approaches integrated into the strategy?
- Does it appeal to all learning preferences?
- Does it offer an opportunity to enhance strengths, as well as address deficiencies?
- Do the programs include relationship, experiential, and instructional activities?

<p>Structured</p> 	<ul style="list-style-type: none"> <input type="checkbox"/> Is the strategy based on enhancing individual and organizational development needs (e.g. technical competencies & skills, fundamental competencies & skills)? <input type="checkbox"/> Are there concrete planned actions directly aligned to current development needs? <input type="checkbox"/> Are there concrete planned actions directly aligned to future development needs? <input type="checkbox"/> Does the strategy have identified monetary resources needed to complete developmental activities? 	
<p>Aligned</p> 	<ul style="list-style-type: none"> <input type="checkbox"/> Do development needs and planned actions within the strategy support current business mission, vision, and objectives? <input type="checkbox"/> Do development needs and planned actions within the strategy support future business mission, vision, and objectives? <input type="checkbox"/> Does it have buy-in from the C-suite? 	
<p>Actionable</p> 	<ul style="list-style-type: none"> <input type="checkbox"/> Has a specific timeframe within which the development will be initiated and/or completed been identified? <input type="checkbox"/> Are timeframes aggressive, but realistic for implementing the strategy? <input type="checkbox"/> Does it have a planned date to evaluate the effectiveness of the strategy? <input type="checkbox"/> Does it have a planned date to evaluate the effectiveness of implemented programs? 	

Additional Notes

