# Reimagine Learning Executive Briefing

### Summary

Work, the workplace, and the workforce are being reshaped at an unprecedented pace. Organizations are recognizing the importance of developing the workforce to meet current and future needs.

### Our Recommendation

* Reimagine content, learning methods, and delivery channels to help address skill gaps that arise from changing organizational goals and priorities, dynamic work environments, and evolving workforce needs to provide learning solutions that are more accessible, relevant, and seamless with work itself.

### Client Challenge

* Many organizations’ learning and development (L&D) functions spend the bulk of their time designing and delivering formal, traditional learning interventions and programs such as virtual or in-person training classes and self-paced eLearning courses. This formal and often static approach detaches learning from the work itself and does not align with immediate business goals and priorities.
* L&D ranks fifth in importance among 11 HR priorities (McLean & Company, HRSM, 2017-2021; *n*=4,100), yet organizational leaders are unsatisfied with the performance of their L&D function. This disconnect is endangering L&D’s role in driving organization performance.

### Critical Insight

* The workplace, the workforce, and work itself is changing rapidly. L&D must refine and evolve its approach by focusing on getting the right content to the right people at the right time through the right channels.



### Diagram  Description automatically generatedGet to Action

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| 1. [Paste step #1] | 1. Create a project team and document key accountabilities.
2. Analyze how organizational goals and priorities have changed since the L&D strategy was created.
3. Assess the work environment impact on L&D strategy.
4. Review data and gather feedback to identify evolving workforce needs.
5. Identify new learning needs.

**Deliverables:*** *Reimagine Learning Workbook*
* *L&D Strategy Interview Guide*
* *Standard Focus Group Guide*
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| 2. [Paste step #2] | * Identify learning needs gaps.
* Evaluate the ability of the L&D function and learners.
* Prioritize learning needs gaps as high, medium, or low priority.
* Identify the audience(s) impacted by each prioritized learning needs gap and update/create learner profiles.
* Conduct brainwriting activities.
* Select goals and metrics for the reimagine learning project.

**Deliverables:*** *Reimagine Learning Workbook*
* *Learner Profile Template*
* *Brainwriting Guide*
* *Learning Methods Catalog*
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| 3. [Paste step #3] | * Plan to create or curate content that will be used to address learning needs gaps.
* Identify learning methods to support blended learning.
* Select delivery channels.
* Assess technical requirements for the chosen learning methods and delivery channels.
* Define learning solutions to reimagine learning.
* Design a project roadmap with solution owners, tasks and dependencies, and timelines.
* Draft communications for the reimagined learning approach.
* Plan to iterate and adjust the new learning approach.

**Deliverables:*** *Reimagine Learning Workbook*
* *L&D Strategy Presentation Template*
* *Internal Communications Guide*
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