The Learning Road Map

Building a Learning Organization

- **Capture Competencies for All Employees**
- **Identify Competency Gaps**
- **Determine Learning Needs**
- **Develop the Annual Learning Plan**

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Overview

A Learning Organization is one where there is a direct line of sight between the organizational strategy and the investments made in employee learning and development to achieve that strategy. It is an organization where every employee is clear about the competencies –demonstrable knowledge, skills and behaviours required to succeed in their jobs and are empowered to identify their competency gaps and create individualized development plans to drive their own learning.

To support learning organizations, we are pleased to offer our Learning & Development Planning Software – the LD Planner that will not automate what is typically the cumbersome process of identifying and collating the learning needs of employees but will even more importantly empower employees and managers to take ownership of their own learning.

Capture Competencies

The LD Planner allows you to capture all the jobs in your organization based on your organizational design and reflecting the hierarchy and reporting relationships within the organization. The employees can then be mapped to the specific jobs on the system, and as people's jobs change, they can be easily re-mapped to their new jobs and reporting relationships.

The system then provides the interface for you to capture the competencies for each of the jobs with sufficient detail so that you can easily identify the competencies required for each job and by extension for each employee.

Identify Competency Gaps

The LD Planner then automates the process of employees carrying out a self-assessment of their competencies and submitting their initial self-assessment to their Line Managers for a review and approval.

The Line Managers will receive a prompt to validate the self-assessment of the employee and make changes where necessary to the employee's ratings. Line Managers and their direct reports may now have a discussion around differences in their assessments and the final assessments will be commuted to the system.

Determine Learning Needs

The LD Planner's algorithms are then able to identify the areas where the employee's competencies received the lowest ratings and collate these areas for each employee.

This means that in a snapshot you can see each employee in the organization and the three to five most critical competency gaps that they have. This information can be disaggregated in different ways – per employee, for employees within a specific department or even employees reporting to a specific manager.

Develop the Annual Learning Plan

Usually, if this process was not automated, the Learning & Development professionals within the organization would spend several weeks manually collating the learning needs from various departments and units and try to piece them together to create a robust annual learning plan for the entire department.

With the LD Planner this laborious process is made as simple as A-B-C. With just a click of a button on the various report generation templates provided, you can spool the Annual Learning Plan per Unit/Department and for the entire organization. You can also extract the learning plan for each competency area so that you can immediately start pooling people with similar learning needs together

Why LD Planner?

The LD Planner is a powerful technology solution to enhance the productivity and effectiveness of the Learning & Development Department in delivering on its mandate of creating a learning organization where learning investments are competency-based; employee and line-manager driven; and are linked to the most important strategic priorities of the organization.

Our team of specialist People Technology Consultants at Learning Impact NG are available to support you with the purchase, installation and implementation of this solution in your organization.

Reach out to our People Technology Consultants at People Tech Solutions to implement one of our Culture Meter Solutions to help create the right culture in your organization

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