



Essential Checklist for Leaders to Create a Learning Strategy That Works

Investing in a robust learning strategy is paramount for organizational growth. This checklist outlines key steps for leaders to create an effective and impactful learning strategy.

Designing a Learning Strategy: The Foundation

1

- Develop a comprehensive plan with key components.
- Ensure a strong foundational framework.

9 out of 10 global executives are to increase or maintain their investment in L&D.

Source: LinkedIn Workplace Learning Report).

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2

Aligning Business Goals: Integrating with Learning Strategy

- Ensure alignment with organizational goals.
- Foster synergy between learning and business outcomes.

Aligning learning programs to business goals is listed as the number 1 priority in the L&D focus areas list in 2024.

Source: LinkedIn Workplace Learning Report 2024

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Creating a Culture of Growth: Fostering Continuous Learning

3

- Implement practices for ongoing employee development.
- Leverage technology and leadership support.

In 2024, helping employees develop their careers climbed from No. 9 on L&D's priority list to No. 4.

Source: LinkedIn Workplace Learning Report 2024

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4

Measuring Progress: Evaluating Learning Effectiveness

- Establish metrics for tracking progress.
- Make data-driven decisions for optimization.

L&D professionals who track serious learning metrics are 383% more likely to demonstrate a positive ROI.

Source: Kodo Survey 2023 Learning Impact Benchmark Report

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Executing Learning Strategy: Implementing and Managing Practically

5

- Allocate resources efficiently.
- Engage stakeholders for successful execution.

Supporting connector managers boosts employee performance by 26% and triples high-performing employees.

Source: Gartner

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