

THE 5 ESSENTIAL INGREDIENTS OF EXCELLENT LEARNING PROGRAMMES

Here are the five most important things to consider when building your next learning programme.

1 STRATEGIC ALIGNMENT

The learning organisation offering the programme is perceived as a credible partner and solution provider within the organisation. It has a reputation for upholding quality standards and is a force of innovation and creativity.

It recognises the need for continuous alignment with the company's strategic objectives, in addition to adequate human and financial resources required for the learning organisation to fulfil its mission



2 MARKET DIFFERENTIATION

The learning organisation must know its target market inside out. It will have processes that accurately select appropriate participants for each learning programme, and it will offer well-balanced programmes that effectively cover all the target market's needs.



3 QUALITY DESIGN AND DELIVERY

Learning programmes should be rooted in best-practice, user-centric design principles and have an unwavering relevance to business objectives and strategies.

The learning organisation orchestrates formal and informal elements of learning, combining a variety of delivery methods such as face-to-face training, action learning, tutoring and coaching, distance learning, e-learning, etc.

There should be adequate facilities, support staff, equipment and other resources available before, during and after each learning programme.



4 MONITORING AND MEASUREMENT

The learning organisation will have tools, systems and methods in place for measuring the value of its programmes and activity with its stakeholders.

It should be able to monitor and evaluate the short and long-term impact of its programmes within the company, with the ability to review and re-calibrate as necessary to maintain strategic organisational objectives.

5 A RECOGNISED FRAMEWORK

The learning organisation applies a recognised framework and methodology to ensure needs analysis, quality of design, content integrity and the ability to renovate programme content.

Frameworks and methodology are consistently applied and form the basis of all learning programme standards.

The learning organisation is considered the benchmark for learning design.



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