

# The Learning Leader Job Is Not Easy!

## HOW IS YOUR ORGANIZATION DOING? OR YOUR CLIENT'S ORGANIZATION DOING?

Select the best answer to the questions below by checking the appropriate box.

### SECTION #1: LEARNING STRATEGY

- 1. Have you documented (30 plus pages) and socialized your learning strategy, including a compelling vision statement and implementation plan?**
    - Yes (2 points)
    - Somewhat (1 point)
    - No (0 points)
  - 2. Have you determined your organization's macro learning needs and identified learning delivery methods appropriate to these needs and audiences?**
    - Yes (2 points)
    - Somewhat (1 point)
    - No (0 points)
  - 3. Have you established governance to oversee the learning function and determined how you will measure its impact on your organization?**
    - Yes (2 points)
    - Somewhat (1 point)
    - No (0 points)
  - 4. Have you defined the criteria for when learning should be procured externally and have a learning organizational structure in place that aligns?**
    - Yes (2 points)
    - Somewhat (1 point)
    - No (0 points)
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## SECTION #2: LEARNING EXPERIENCES

5. **Have you created learning paths, including rich formal and informal learning experiences, for your organization's major job families, roles, etc.?**
- Yes (2 points)
  - Somewhat (1 point)
  - No (0 points)
6. **Does your organization think of learning as a process or journey, not an event?**
- Yes (2 points)
  - Somewhat (1 point)
  - No (0 points)
7. **Do your organization's learning experiences include 25-50% practice (and real-time feedback)?**
- Yes (2 points)
  - Somewhat (1 point)
  - No (0 points)
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## SECTION #3: LEARNING TECHNOLOGY

8. **Is your current learning technology infrastructure robust enough to support the needs of major audience groups?**
- Yes (2 points)
  - Somewhat (1 point)
  - No (0 points)
9. **Have you defined your future state learning technology needs (that align with your macro learning needs and selected delivery methods)?**
- Yes (2 points)
  - Somewhat (1 point)
  - No (0 points)

**10. Have you identified the gaps and necessary steps to fill the gaps between your current and future state learning technology?**

- Yes (2 points)
- Somewhat (1 point)
- No (0 points)

