



Education, Training, and Development Systems

The Learning Key® Approach

Benefits and Outcomes

- Build a corporate learning center or university:
- Create a strategic training plan that is aligned with the business goals of the organization and provides programs that truly address development needs and are based on employee competencies.
- Reduce costs, eliminate duplication, and provide tracking systems.
- Integrate training and development with other human resource programs in your organization to ensure synergy.

Background

Many corporations, with the intent to present educational opportunities for their employees, waste money, time, and resources. Too many organizations have no comprehensive plan or assessment of resource use. Efforts are needlessly duplicated across organizations without well-conceived educational plans which parallel the business and strategic goals of the organization. Without such plans, companies waste resources and lose competitive advantage.

The Learning Key® can help you:

- Assess current and future education, training, and development needs of employees in your organization.
- Consult with senior leaders on their vision of the future of the organization and identify current and future educational and training gaps.
- Develop strategies to meet organizational learning needs and priorities.
- Develop a training system which is integrated with other HR systems and programs.

The Process

- **Lay the foundation.** Identify current and future training needs of employees: those technical and interpersonal skills necessary to perform jobs successfully now and in the next five to ten years.

Benchmark to produce a snap-shot of where the organization is compared to the leaders in its industry. This provides data both for comparison and ideas of what can be done.

- **Create organizational buy-in.** Consult with and interview senior managers and other leaders of the organization. The purpose of these interviews is to determine the future scope and strategic positioning of the organization. Clarifying strategic goals ensures that the education and training provided to employees will be relevant.

Develop an employee steering group to aid in developing the initial plan and to take ownership and provide future, ongoing support to the learning system developed.

- **Develop recommendations.** Identify and plan ways to develop key skills and behaviors needed.

Identify methods to link the educational system with existing Human Resources systems for ongoing integration and future management. (For example, if development plans are created in the organization, they can be used to update the training plan annually.

The Results

An education, training, and development plan to place your organization at the forefront of your industry.

An education, training, and development plan details skills and behaviors for development, and provides recommendations for education, training, and other development programs over a specified period of time. It may also include analysis of internal resources, approaches for linking with other HR systems, and methods for ongoing refinement and updating. External resources, such as college and university offerings, or training provided by professional societies can also be included.

Contact us for more details about how we can help you develop or implement a training plan for your organization. Please call 1-800-465-7005 or e-mail us at info@thelearningkey.com.