



apolitical

LEARNING CONNECT EVENT SERIES

Unlocking Real Learning Needs

28th November 2024



Zug, Switzerland



Brighton, U.K.

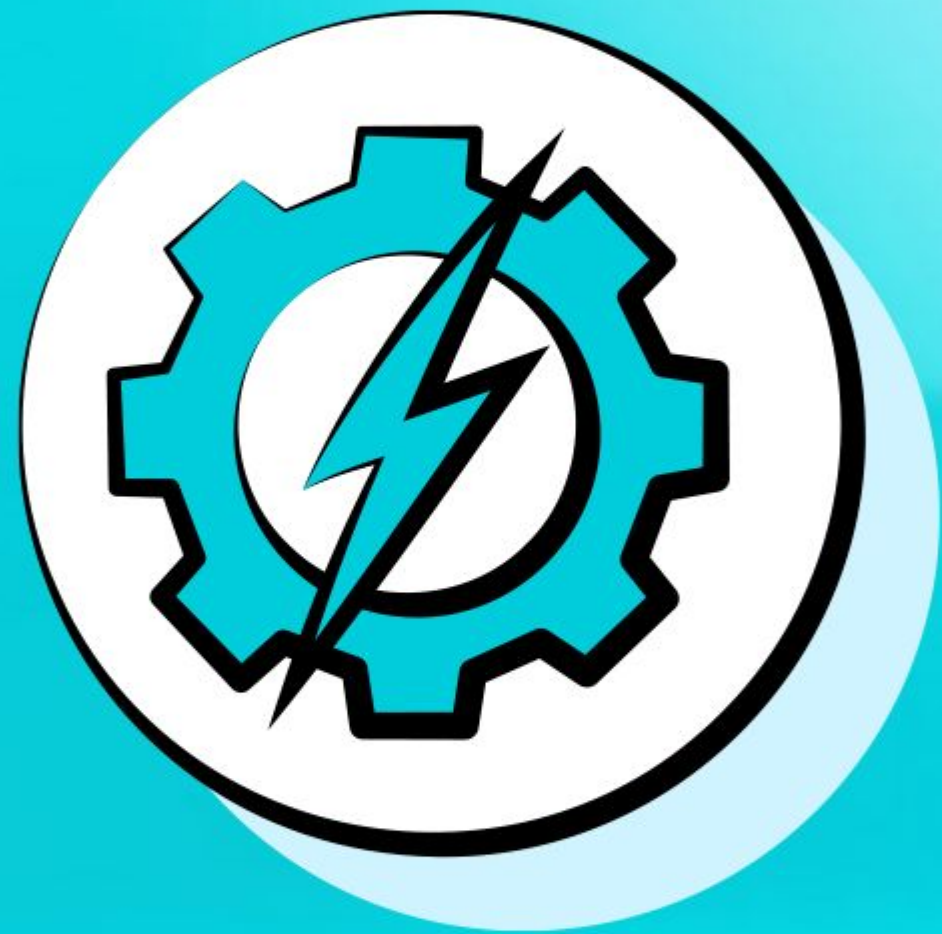
What does success look like?



What could possibly go wrong?

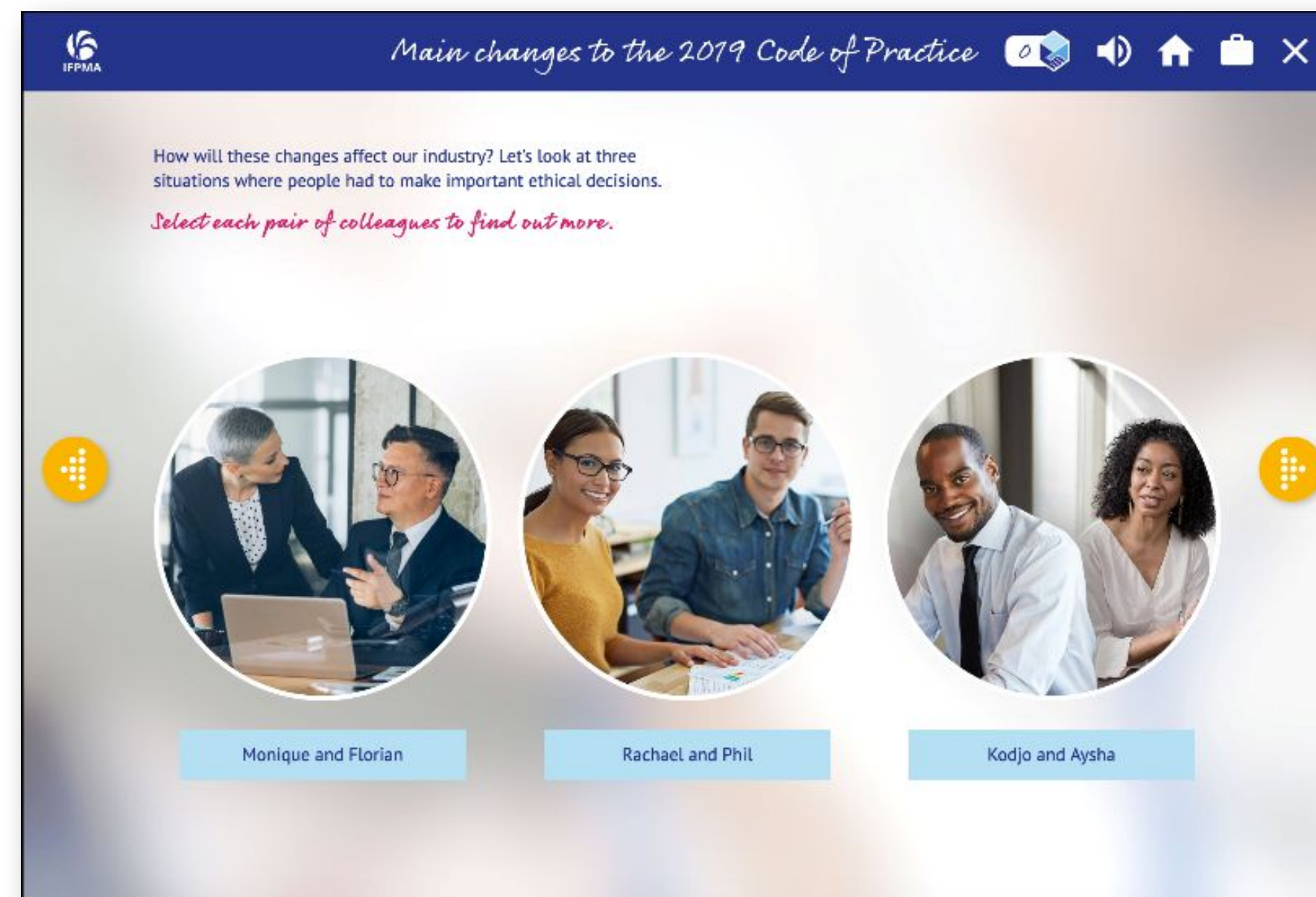
Problem 1

Disconnect between stated goals and actual learning needs



Problem 2

A lack of understanding of the target audience



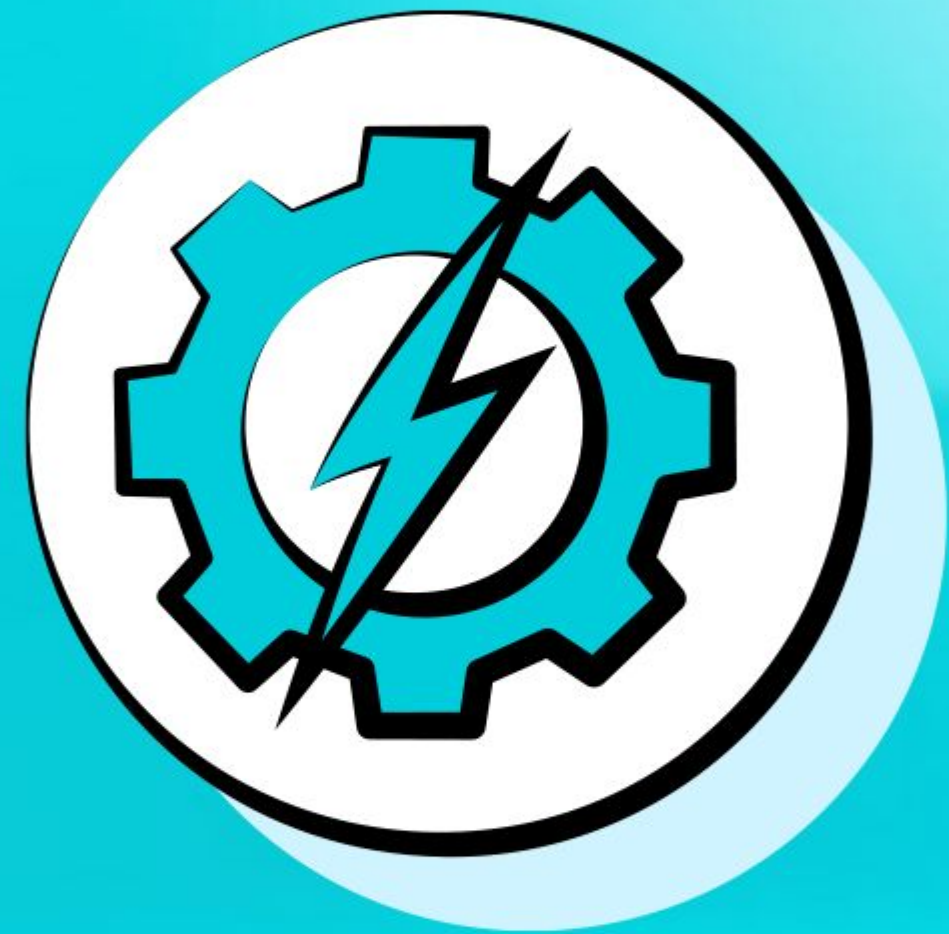
Problem 3

Overcrowding



Problem 4

Badly defined source material



Problem 5

Unidentified stakeholders



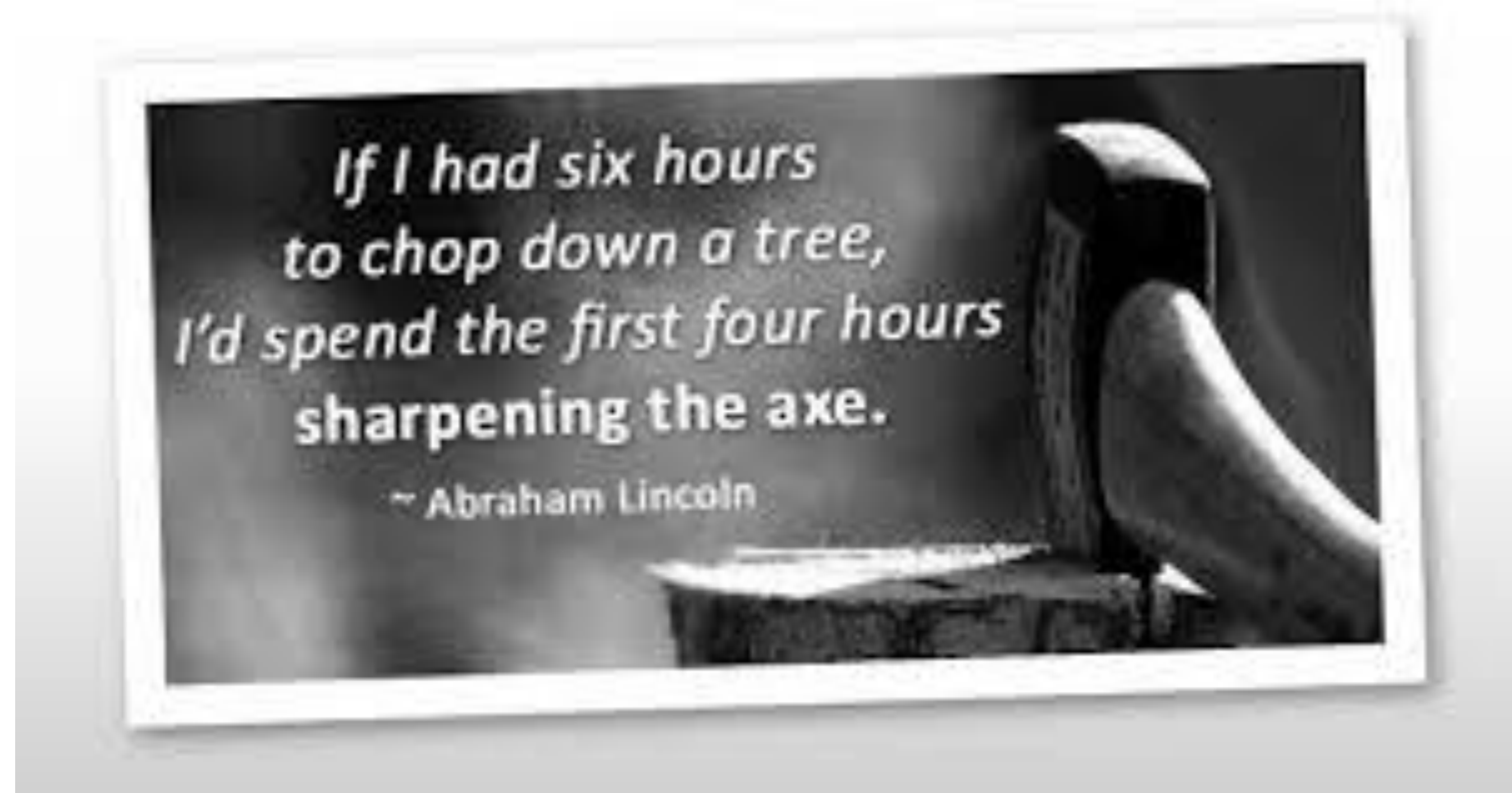
Sample Checklist



	Question
1	What's the organisational driver for this project?
2	What's the overarching aim of the training?
3	Could the same result be achieved by a different method?
4	Who are the learner groups this training is aimed at?
5	What are the specific needs of each discrete group
6	What is their existing level of knowledge on the subject area?
7	What do you want the learners to do differently once they have completed the learning? (what behaviour change are you expecting)?
8	Can you list the learning objectives/outcomes from the training? These should ideally be action-oriented statements such as: - Learners should be able to recognise the various elements of a Balance Sheet; or - Learners should be able to compile a Balance Sheet
9	Are there any overarching organisational/departmental objectives/goals that we can hook the training into?
10	Is there any existing training material that can be used as base content? It could be in the format of training decks, policy documents, examples, etc
11	Can you give examples of the correct behaviours you want to encourage
12	Can you give examples of the incorrect behaviours you wish to discourage
13	Have SMEs been identified for the project and what's their availability?
14	What would success look like for this project?

Key takeaway

Time spent at the analysis stage = time saved in the long run



Thank you



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Happiness & Grace

