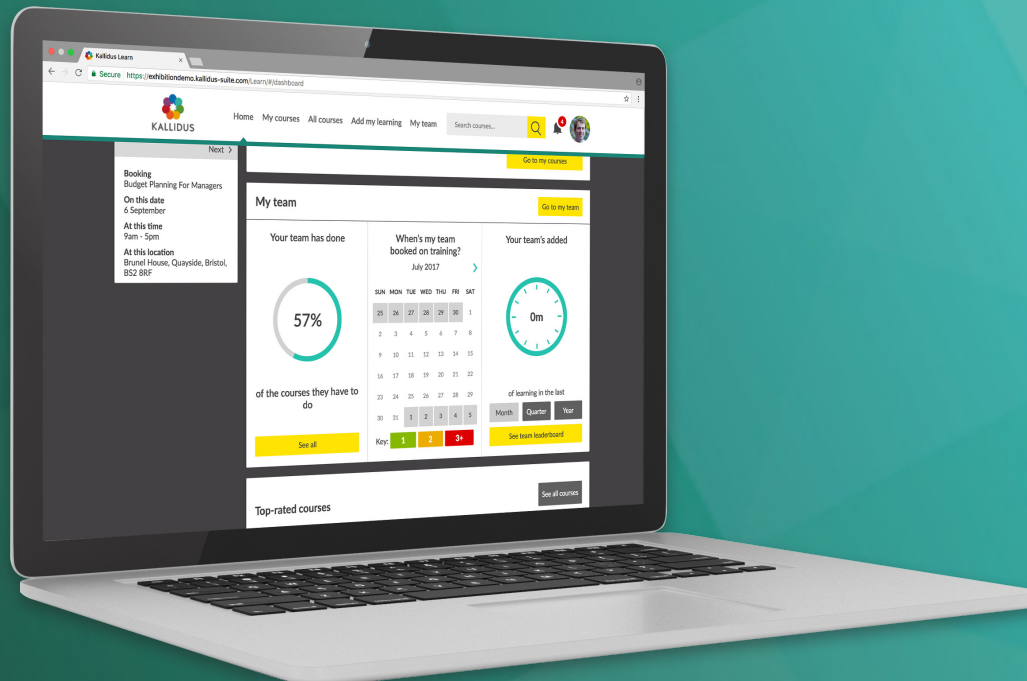KALLIDUS

Learn

The definitive guide to boosting learner engagement

Learning Engagement Strategy Template

Learning Engagement Strategy

Key Objectives

What are the key objectives for your organisation?

How can these objectives be achieved through learning?

What do we hope to improve through this strategy?

Are there any specific learning gaps we wish to close?

Which areas of training have the most space for improvement?

Our Learners

How many locations/countries do we need to account for?

What is our mix of remote/field and office-based workers?

What are the demographics of our workforce?

What topics/types of learning are our learners currently most engaged with?

What topics/types of learning are our learners currently least engaged with?

How digitally literate is our workforce?

Learning methodologies

Do we use classroom/eLearning/mobile or a blend of learning types?

Do we encourage collaborative learning?

How can we use collaborative learning to achieve our goals?

Technology

What is the main technology involved in our learning?

Do we use an LMS for our learning?

If so, how easy is it to use?

How effective is our current technology?

Are we looking for new tools and technologies?

What other technologies can we embrace in our strategy?

Measuring success

How do we currently report on learning engagement?

What tools have we considered for reporting?

If we use an LMS, do we use reporting and is it effective?

What statistics and data would we like access to?

What do we hope to achieve?

How do we measure collaboration?

Strategy implementation

Will new learning content be needed?

Who will take charge of rolling out the strategy?

How will the strategy be communicated?

Will implementation be staggered by groups/locations/hierarchies?

Resources and responsibilities

Who is responsible for the strategy?

Who will manage reporting and data?

Which internal processes do we need to reassess/improve upon?

Challenges

What challenges might we face from HR?

What challenges might we face from the onboarding process?

What are our current engagement blockers?

How can we get line managers involved in the learning process?

What challenges might we face from employees?

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Our Learners

Learning methodologies

Technology

Measuring success

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Resources and responsibilities

Challenges