

Learning Leader Impact Quotient

How does your leadership impact learning design and implementation? Many times leaders look to their project teams to ensure learning initiatives are implemented effectively. After all, no one wants to micromanage or dilute someone else's opportunity to lead and perform. Still, in these lean times, the important factors that shape and drive successful design and implementation of learning solutions must be considered. They directly impact production costs. If you want an effective, high-impact solution at lowest cost, check out how your role and actions will impact the type, quality and cost of learning design...ultimately impacting learner and organizational performance.

	Question	Score		IMPACT
		Yes	No	
1	Will the learning solution meet a measurable business goal?	3	0	No? You're wasting money and time creating something that will have little to zero impact.
2	Have you included a Designer in initial meetings where direction, goals and solutions were discussed?	1	0	No? You'll spend 10% more time explaining what was covered + as a "third party"; the Designer will spend 10% more time trying to clarify needs through you.
3	Do you view the Designer or Design Team as your partner?	2	0	No? Add an additional 5-10% of time to project that the Designer will need to gain your trust and seek your buy-in; solution will likely be less effective because Designer will "order-take"—this handicaps their ability to offer ideas.
4	Are project and design documents directly linking project and learning goals to the business goal(s)?	2	0	No? Add 10-30% of time to project; causes teams to waffle, re-do, rework.
5	Is the Designer or Design Team working with you or your SME's to determine what the learner must do and not only know?	3	0	No? Learning solution will not have optimal impact. Full cost value of initiative will not be realized.
6	Are targeted learners being used to test initial design prototypes (paper or electronic)?	3	0	No? Learning solution will not be used by all learners; use will decrease faster after rollout.
7	Will the learning solution include a measurement plan?	2	0	No? Entire value of solution for organization is degraded.
8	Does your measurement plan include measuring how useful the learning solution was for learners today and 30 days in future?	2	0	No? Entire value of solution for organization is degraded.

9	Is there some type of manager support included in the learning solution?	3	0	No? Optimal value impact of solution will not be realized.
10	Are you messaging to your project team that design should focus on content that directly supports business goals and actions the learners must do to meet the goal.	3	0	No? Optimal value impact of solution will not be realized.
11	Are you prepared to guide the Project Manager or Subject Matter Experts to support the prioritization of content vs. included all content they feel is important to meet business goal(s)?	3	0	No? Learning solution will not meet business goals or will require more resources or projects to reach targeted goals.
12	Are you prepared to support the Designer and Design Team in their effort to keep content simple, stream-lined and razor-sharply focused on having solution meet business goal(s)?	3	0	No? Learning solution will not meet business goals or will require more resources or projects to reach targeted goals.
13	Do you think the above questions are unnecessary or unrelated because of any of the following: <ul style="list-style-type: none"> • “We want something simple and fast. These questions are for large training initiatives.” • “Our SME’s <u>know</u> this content. They know what’s important.” • “We know what our learners want. We don’t need to measure.” • “We’re not creating a course. These questions don’t apply.” 	0	3	Yes? This thinking is ineffective and costs your organization at least 5% (likely more) of your team’s project budget.
TOTAL				

YOUR SCORE RESULTS		
0-11 Points	12-23 Points	24-33 Points
YOUR LEARNING LEADERSHIP SKILLS SUSPECT	YOUR LEARNING LEADERSHIP SKILLS NEED IMPROVEMENT	YOU'RE A STRONG LEARNING LEADER
This learning initiative or project has low probability of meeting business and learning goals for portion of learning audience (users).	This learning initiative or project has 50% probability of meeting business and learning goals for portion of learning audience (users).	This learning initiative or project has high probability of meeting business and learning goals for large portion of learning audience (users).