

# HAVE YOU BUILT A **LEARNING ORGANIZATION?**



**Fact** Organizational learning leaders must contend with a variety of issues in order to keep pace with dynamic workforce challenges.

For a successful learning organization, continuous evolution and growth address internal and external issues:



## Challenge How Can Employers Keep Up with the Fast Pace of Change?

In a recent survey from Sloan Business School<sup>1</sup> **More than 90%** of the organizational leaders reported that they care deeply about learning



ICF's survey of federal leaders<sup>2</sup> revealed that more than **90%** see the value of digital technology to help reach their goals.



As one respondent explained: The lack of sufficient budgets and lack of employees with digital skills go hand in hand...

Answer these **4** simple questions<sup>3</sup> to determine if your organization is making the most of its investment in training and the opportunity to enhance employee performance:

**Question 1:** Is your learning strategy linked to organizational goals?

**Question 2:** Is your organization's performance observable and measurable?

**Question 3:** Is your learning process standardized across the organization?

**Question 4:** Are you training instead of hiring?

If any of your answers were "No," **consider evaluating your organization's learning analytics strategy:**

## ICF'S **5** STEP PROCESS TO TRANSFORM YOUR LEARNING ORGANIZATION



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**References** 1. Milway, K. S., & Saxton, A. (2011, May 20). The Challenge of Organizational Learning. Retrieved from http://www.bridgespan.org/Publications-and-Tools/Performance-Measurement/The-Challenge-of-Organizational-Learning.aspx#V41MKk32b5p  
 2. Federal Leaders Digital Insight Study, February 2016  
 3. Garvin, D. A., Edmondson, A. C., & Gino, F. (2008, March 01). Is Yours a Learning Organization? Retrieved from https://hbr.org/2008/03/is-yours-a-learning-organization