

Workshop – Learning & Development Canvas

Let's start the digital change of your corporate learning!

Our promise:

- ▶ Analysis of the current learning culture in the company
- ▶ Clarity about the demands on corporate learning of the company, the management, the employees, the partners and the customers
- ▶ Summary of all factors of influence and general conditions and frameworks
- ▶ Evaluation of costs and resources
- ▶ Awareness for the new role of HR in the company
- ▶ Identification of the chances and possibilities to digitalize the L&D environment of the company
- ▶ Plan for the first steps of implementation
- ▶ Overview of monitoring and tracking tools of the performance of the personnel development measures

Target audience:

- ▶ Experts and managerial staff
- ▶ HR managers
- ▶ Project managers
- ▶ Sales and marketing managers

Structure & methods:

- ▶ Presentation of the Learning & Development Canvas and its benefits
- ▶ Explanation of each part of the Learning & Development Canvas
- ▶ Activities like “World Café” to each part of the L&D Canvas (group discussions, flipcharts/pinboards/ post-its...)
- ▶ Discussion about the outcomes of the group work
- ▶ Suggestion of possible approaches and implementations
- ▶ Upon request: Specialized lectures to chosen topics

Duration: 1 day

Location:

perspektive3 GmbH, Leopoldstrasse 244, 80807 Munich or inhouse

Price: upon request

Get in touch with us: Astrid Tietgens, CEO perspektive3 GmbH.

LEARNING & DEVELOPMENT CANVAS

The start for the digital transformation of corporate learning

MAIN INFLUENCES

What are the main influences on Learning & Development?
Which technological trends are the most influential?
What are the consequences of managerial decisions on Learning & Development?

TYPES OF INFLUENCE

Personnel development budget
Demographic change
Digitization of service processes
Legal frameworks
...

KEY ACTIVITIES

What are today's key activities in Learning & Development?
...

CATEGORIES

Identification of open potentials, production of training, platform, network ...

COST STRUCTURE

What are the most important costs in the Learning & Development field?
...

EXAMPLES

Costs for the trainings' development, costs for the learning content management

BENEFITS

What challenges of the management/ the employees / the partners do we help to overcome?
What are the solutions we offer to overcome these challenges?
...

DEMANDS OF EMPLOYEES/PARTNERS

What kind of support or competencies do our employees and partners need to effectively manage their daily work?
...

CHANNELS

Which channels do our employees and partners prefer to be contacted by?
...

EXAMPLES: Online platform, video-channel, face-to-face, webinars ...

L&D CULTURE

How is the current L&D culture in the company?
Which elements influence the L&D culture?
...

KEY FIGURES

How can you measure the performance and success of the personnel development measures?
...

EXAMPLES:

„Reduction of support enquiries“
„Higher rate of sales“
„Higher customer satisfaction“
„Higher employee satisfaction“

KEY RESOURCES

What key resources do we need for our key activities?
Who are our key partners?
...

DEMANDS OF THE COMPANY

How does L&D support the strategic objectives of the company?
...

EXAMPLES

Improvement of the service quality for the increase in customer loyalty.
Cost-cutting by reducing service enquiries.