Develop a skilled and future-ready workforce

SmartSkills
LEARNING JOURNEY

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Successful organisations know that a skilled and future-ready workforce is key to delivering business outcomes in today's challenging labour market.

Adaptability is one of the most important skills employees can have

A supportive learning environment is an integral part of building adaptability. It's also critical for successful workforce capability growth. Unfortunately, fewer than half (47%) of employees agree that their job offers good opportunities to develop their skills.

A learning environment is key to business success

To support learning at an individual and organisational level, businesses need to create an environment that:

- aligns tangible practices and behaviours with business strategy
- embeds learning into the everyday
- supports leaders to follow a strategic model for learning
- empowers team members through open dialogue and reflection

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What is a learning journey

The Smartskills Learning Journey is a programme that helps businesses to identify their learning needs and create a learning environment where learning happens in the flow of work.

People intrinsically want to grow and succeed in their roles and in doing so fulfilling business goals. But to do so they are going to look for information in one of two places — outside of your organisation or within it.

By building and maintaining a learning environment within an organisation learners get the training and growth they need at the time they need it, in a centralised place that allows them and their managers to build personalised professional development portfolios. This creates minimal impact on work flows, if the content is relevant to connect with the learner. And the results will deliver meaningful change.

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With you every step of the way from
the beginning to | the middle to | the end.

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How the learning journey works

The SmartSkills Learning Journey is a five step process. Working with Smartskills, you can expect to follow these steps:

Analysis
Benchmark the organisation's learning culture and capability needs using our templated surveys

Design
Work with us to curate a learning programme of online, face to face and blended content

REFLECT
Evaluate
REPEAT

Implement
Together we will create a plan to

TIMELY | MICRO EFFECTIVE TRAINING

Develop
We will work with you to develop a learning programme that could include inperson, blended or online learning options.

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STAGE ONE: ANALYSIS

Scoping

Your time commitment: 1 hour exploration meeting

To determine the capability goals you would like to achieve

- Introduction to the Skillpod Journey is and what it can offer

- Understanding the business strategy and goals

- Understand capability challenges

- Discuss service offerings and the required level of support

Surveys

Your time commitment: 1 hour survey preparation

Every team leader and team member to complete the 15 minute online survey to identify the business learning benchmark.

- For team leaders
- For team members

These surveys are templated, and can be amended to suit the goals of the business.

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STAGE TWO: DESIGN

Proposal to outline needs and identify training opportunities

Your time commitment:

- **2 — 4 hours to prepare proposal**
- **1 hour management presentation**

Work with the Skillpod team to create a business proposal that:

- Supports business strategy and goals
- Captures the current learning appetite
- Outlines learning opportunities and topics
  - Formal and informal learning
  - Self-directed opportunities
  - Face to face events and workshops
- Outlines an implementation plan
- Sets success measures in place

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STAGE THREE: DEVELOP

Prepare delivery timeline

Your time commitment: business-specific:

- Agree timeframes and milestones with the business

- Set measurable goals with the business

- Determine and schedule face to face or blended events

- Create communication plan to create buy-in and engagement

Skillpod will tailor agreed online modules to your people, place and brand to ensure relevancy for team members.

This includes:

- Adding company branding

- Updating with relatable images / video / voice over

- Creating scenarios

- Setting up the Learning Management System for delivery

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STAGE FOUR: IMPLEMENTATION

Onboard team members

Your time commitment: business-specific, based on:

- In-person meetings with leaders and team members
- Team time meetings if required

Introduce the learning environment to the business as outlined in the proposal.

- Introduce learning environment to leaders, and their role in facilitating learning within their team
- Introduce learning environment to team members
- Set the stage for learning within the flow of work
- Identify and spotlight early adopters
- Set up, support and check in

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STAGE FIVE: EVALUATE

Review | Reflect | Repeat

Your time commitment:

- 1 hour with business
- 1 hour with Skillpod team

Develop a report to identify any cultural shifts that may have taken place and develop the next steps to ensure learning becomes part of the business DNA.

- Review analytics
- Reflect on strategy goals
- Discuss changes required

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Align learning to the motivations of the learner

Recent research identifies that organisations who embed learning as part of their everyday experience have better growth, transformation, productivity and profitability.

Understanding the
importance of
WHY

It all comes down to trust. We learn best when we trust the provider of knowledge and understand our why.

This is why 'why' is so important:
- Why are we (the business) delivering this training – what's in it for us?
- Why is this training the right thing to solve our business problem
- What will we (the learner) get from doing the training?
- Why do we (the learner) want/need to add to this knowledge, skill set or capabilities.
- Why will this benefit me/us?

No two learners will have the same answers to the why that motivates them to learn and deliver change, but you can give them agency over their learning, taking on the benefits of learning as they become clear to them in the context of their lives and career goals.

Start with SmartSkills

At Skillpod we believe in the power of a growth mindset and what it can do for business capability and resilience in our fast changing workplace environment.

The Smartskills Learning Journey has been developed to help you set up, implement and grow a learning environment where you can add in why learning is important for your people, your place and your brand.

CONTACT US

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