

The Definitive Guide to Corporate Learning

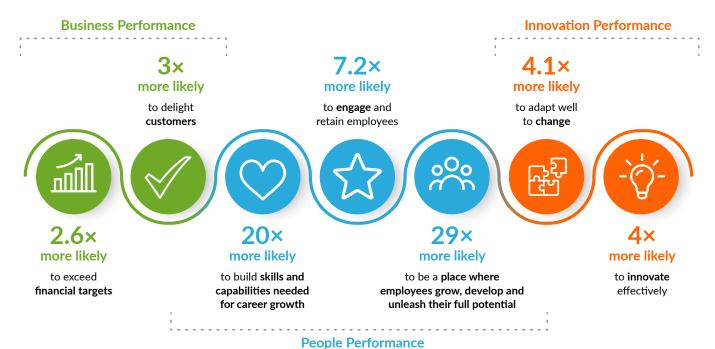
# **GROWTH IN THE FLOW OF WORK**

Caring for people's careers starts with caring for their skill development. By building the right learning experiences and critical future skills, learning organizations can help workers amplify their future growth potential. Learning is the linchpin-the most critical piece for developing skills, enabling growth, fostering future talent, and resolving the talent crisis of today.



#### Why Growth Is Important

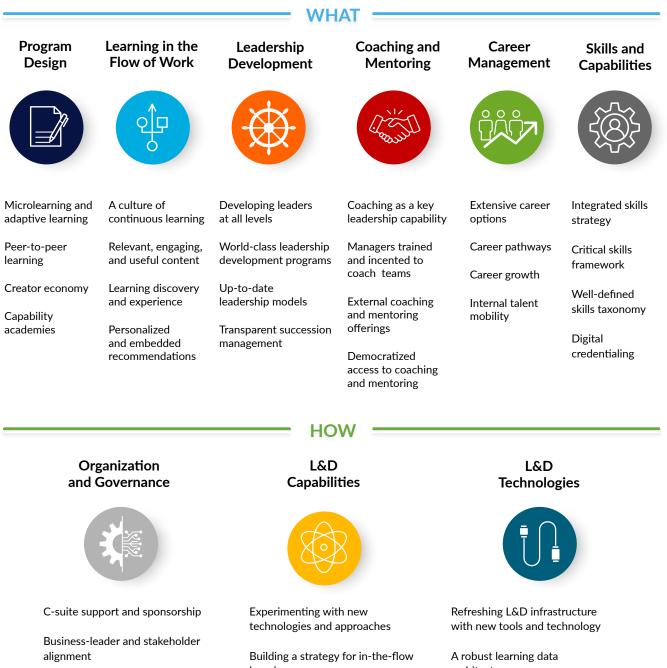
Companies that deploy practices that facilitate growth in the flow of work have significantly higher business, people, and innovation performance outcomes.



#### COMPANIES THAT FACILITATE GROWTH IN THE FLOW OF WORK ARE:

### The Corporate Learning Framework

Our framework comprises 9 major elements and 36 dimensions, each of which are presented in two parts. The first part outlines "what" L&D needs to deliver to the business, and the second part defines "how" L&D teams can equip themselves to deliver what they need to deliver to the business.



Internal functional and corporate L&D alignment

Well-organized governance

learning

Agile ways of working

Analytics and tech skills

architecture

Partnership with IT teams

An integrated learning platform

#### 🛹 Our 7 Key Findings

Our Corporate Learning research reveals 7 key findings.



Growth in the flow of work is L&D's new mission.



L&D needs to develop a new set of skills and capabilities.



Career pathways, not just career paths, are essential to unlock growth.



How L&D operates is more important than how L&D is organized.



Content development must first focus on relevance, then in-depth instruction



Keeping pace with innovations in L&D technologies powers success.



Building a skills strategy requires focused and ongoing effort.

## The Corporate Learning Maturity Model

Organizations fall into four levels of maturity depending on the corporate learning practices they deploy, with companies operating at Level 1 seeing the least effective impact and Level 4, the most.



To learn more, see: The Definitive Guide to Corporate Learning: Growth in the Flow of Work. Our full report includes the following:

- The complete research findings (and study methodology)
- A full explanation of The Corporate Learning Framework, as well as the dimensions that matter most
- The detailed Corporate Learning Maturity Model
- The 15 practices that matter most, as well as their impact on outcomes
- Step-by-step guidance on how to advance through the levels of the Corporate Learning Maturity Model
- The Corporate Learning Lexicon
- Examples of excellence: DCP Midstream, FICO, Walmart, Rocket Central, and Sitel.

