

Implementing Your L&D Programs

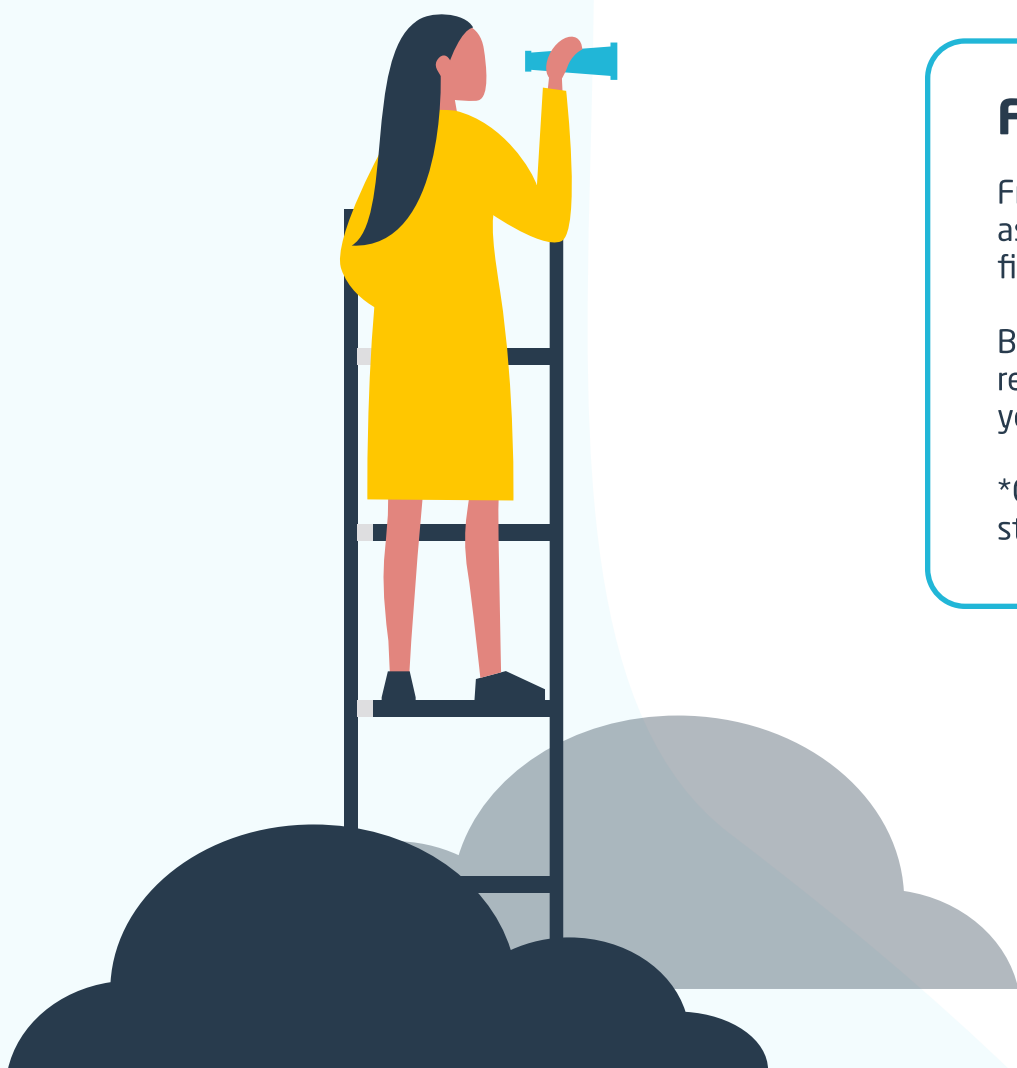
You've reflected, you've planned, and now you've arrived at the most important part of your L&D program journey: **implementation**. Bringing the programs to life that you have worked so hard to plan out may be the hardest piece of making a learning strategy successful. Luckily, we've got your back and will help you through this part too!

Make sure everyone is on board. And we do mean *everyone*.

The goal here is to show the connection between your L&D strategies and your company's overarching organizational goals, and demonstrating how they can be integrated with one another. Too many L&D departments operate in a silo, only focusing on compliance and onboarding employees. Gain buy-in by justifying programs and showing ROI.

Reasons to invest in learning + people strategies?

- Motivate employees
- Cultivate leadership
- Increase company loyalty
- Decrease time to productivity
- Address skills gaps
- Increase revenue
- Improve company agility/culture
- Enable internal alignment



Find the right solution partner. It matters!

From holding the same company and professional values, to hitting common ground as far as what realistic goals are, it is vital to the success of your program that you find a solution provider that you feel comfortable - yet motivated - with.

Being open and honest about expectations, reluctancies, areas of heavy-lifting, and responsibilities are what will aide you in weeding out who is the right partner in your journey.

*Our tip: Find something to connect over, and make sure you have similar working styles, especially when it comes to goals.

Questions to ask yourself when picking the right solution partner:

- Does this company + person hold the same values as me?
- Does this company/person spark inspiration + motivation within me?
- What does success look like to this company/person?

Ready, Set, Push Go!

So, you've show connections, got your buy in, found your solution partner(s) and you're ready to push "Go"! Is that where it ends? Far from it! Now comes the really exciting part - pushing go, learning and making adjustments!

Research: Check back to your key metrics often. Pull the data. Ask the hard questions. Find the proof to know if things are working or not.

Review: Analyze that data. How are your programs performing? Are they meeting your goals? Where are they blowing things out of the park? Where are they falling short?

Revise: Use your analysis to adjust.

Repeat: Go back to step one again, and again, and again. Never stop learning and pivoting.

Looking for more help on showing ROI and getting buy-in for your people first programs? Check out our whitepaper.

[Showing ROI for L&D Programs](#)