intertek WISETAIL™

Elevating Employee Engagement
Set Your Team Up for Success

So, what exactly does this help you do?

L&D programs are vital to the success of your organization, but we're guessing you already knew that, since you're here. At times, it's easier to trudge forward than to look back, but proper reflection propels more bountiful success. It requires a pause, a halt to creating more, an honest look-back, and a roll-up-your-sleeves we're-diving-into-this mentality. Especially when it comes to your Learning and Development strategy.

Establish Benchmarks
An honest program inspection helps identify benchmarks in your learning operations so everyone knows what success looks like.

Identify the Cracks
Show how instrumental L&D programs are, along with the value they bring to organizational success. Expose the foundational cracks where L&D could help company-wide improvement.

Doing More with Less
Unfortunately, L&D budgets are often the first to be cut when money becomes tight. Keep a tally of where you were and where you are going with your learning strategies to shine a light on how your programs drive success. This can help keep your program on the essential list.

And, how does this relate to elevating employee engagement?

The need for Learning and Development (L&D), Operations, and Human Resources (HR) to work harder to understand and support everyone to succeed at work is only increasing. This means changing how we train people, how we manage, and even the rules at work. Grab your favorite pen and use the following sections to begin your guide.

> What are your basic training needs?

> What are your basic learning needs?

> What does success look like within your organization's learning objectives?

> What is the impact of this strategy on your organization as a whole?

> What efficiencies could be accomplished from providing actionable insights and practical tools in your org? Think big.

Keeping in mind the makeup of your organizational teams:

What are the two primary ways L&D programs can help support the different teams within your workforce? Jot them down. *For instance: tailored onboarding experiences for enhanced engagement across learning styles, or multi-generational retention strategies — or — engaging certification tracks to meet compliance needs.

Organizational Goals (for the year/quarter!)

1.

2.

3.

4.

Training Needs

1.

2.

Now, considering the two key training needs for engagement AND your organizational goals, which specific L&D strategy would you prioritize to tackle these needs?

*Example: For department-specific certification tracks to meet compliance needs, an L&D objective might be "Implement a flexible certification program with various learning modules and support systems designed to cater to the unique preferences of all learners, ensuring compliance and upskilling across the workforce."

L&D Strategy #1

Who does it serve?	Why is it important?
What does this look like as an engagement solution?	Which overall organizational goal does it meet?
What solutions/training strategies do I need to reach this goal?	What does success look like?

L&D Strategy #2

Who does it serve?	Why is it important?
What does this look like as an engagement solution?	Which overall organizational goal does it meet?
What solutions/training strategies do I need to reach this goal?	What does success look like?

Looking for a better way to implement your new and improved L&D programs? We've got you covered!

Wisetail L&D Solutions