



# Data-Driven Learning & Development

Video Resources



## Our 4-step process for **data-driven learning journeys**



1

### **Define**

capabilities

From business goals to capabilities + target level for persona group

Define a common language



2

### **Diagnose**

current level

Capability scan, including interviews to get a clear idea of starting point

Baseline measurement



3

### **Deliver**

learning!

Design and implement engaging learning journeys

Blended learning



4

### **Measure**

progress



Impact tracking includes engagement, surveys, interviews, case studies

Share learnings!





# Resources List:

## 1. Define

-  [Define Capabilities Canvas](#)
-  [Learning Staircase Canvas](#)

## 2. Diagnose

-  [Gap Estimator](#)
-  [Capability Scan Lite For Managers](#)

## 3. Deliver

- [Designing for Modern Learning](#) - book by [Crystal Kadakia](#) & Lisa Owens
- [3-star learning experiences](#) - blog by [Mirjam Neelen](#) & Paul Kirschner

## 4. Measure

- [L&D Detective Kit](#) - Kevin Yates
- [The Learning-Transfer Evaluation Model \(LTEM\)](#) - [Will Thalheimer](#)

