

STRATEGIC IMPLEMENTATION

Employee Training and Development

Learning is a key workforce performance enabler. Learning teams that engage in strategic challenges— competitive advantage, greater revenue, speed to market, and talent development—are thriving. They are finding themselves participating in strategy discussions as a partner to executive management, impacting the bottom line.

How is this kind of success attained? By aligning learning programs with the needs of the business.

Each stage of the strategic implementation process provides the foundation for the next stage. However, these steps are equally relevant beyond the onboarding period. They can be applied on a continuous basis throughout the life of your program to maintain optimal results.

You may be asking yourself:
 What's involved? How long will it take?
 What are the benefits?
 When will we be able to deploy?

As with any significant initiative, planning for success is critical to achieving it. The duration between finalizing the contract and program rollout is referred to as the "onboarding period" or implementation.

Most organizations are able to complete a BizLibrary implementation within four to six weeks. If you are deploying BizLibrary content via a third party platform, the onboarding period may differ.

Applying the techniques of BizLibrary's implementation process provides several benefits that increase the likelihood of success by helping you align to business objectives, address potential obstacles, and gain the most from your investment.

The business drivers that are critical to your organization today may change tomorrow. In turn, your work force's skill requirements can change rapidly, so your learning alignment needs to be agile. Continuous business alignment leads to successful program adoption and overall program effectiveness.



KEY STEPS TO GETTING STARTED:

Strategic Understanding of Learning Content and Technology

Identify Key Stakeholders

Establish Program Goals

Determine Measurement and Metrics for Program

Determine Rollout and Ongoing Management of Program

Example:
 Onboarding and Implementation Timeline

Strategy: Goals and Metrics Introductory call with BizLibrary Client Success Manager	
	Strategy: Players Meeting Technical onboarding introduction with Implementation Specialist
	Strategy: Marketing and Communication Technical onboarding follow-up
	Strategy: Content Discovery Technical onboarding recap and review