JAKA LOUNGE

Jaka Lounge Human Capital

Learning & Development Solutions

**Jaka Lounge
Learning and Development
Framework**

Learning and Development as a Strategic Business Enabler

Today is clear that ability to quickly acquire new skills and knowledge in ever changing business environment is determining factor between ultimate success and failure of companies.

In order to fully materialize your business ambitions and make your business sustainable in the long run, it is essential that you create meaningful connection between your business goals and capability requirements to achieve them.

Jaka Lounge Learning and Development Framework offers powerful yet simple platform for implementation and execution on L&D strategy which is inextricably linked with ability to successfully deliver on your business ambitions.

Align & Connect
Learning with the business
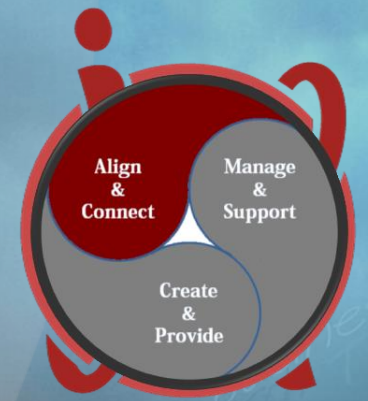
Align learning with business:

Your learning and development strategy needs to be to firmly anchored with the business. This means that your starting point should always be the company strategy and long-term business ambitions. By identifying clear organizational capability requirements, you will ultimately define L&D goals and direction. Capability requirements areas are:

- ❑ **Critical subject matters** – Key business domains which will enable successful strategy execution.

- ❑ **Knowledge –** Necessary to understand key business domains.

- ❑ **Skills –** Ability and capacity to carryout cognitive, technical and/or interpersonal activities.

- ❑ **Mindset –** A set of personal beliefs focused on growth and success.

Connect learning governance and funding:

Context is the king! You can have the best L&D strategy in the world, but if you are not aware of your surroundings and context in which you operate, your efforts could be fruitless. Creating a clear governance model and connecting it with other HR and business processes is a must. This includes:

- ❑ **Governance operating model:** Defining key operating principles as well as what, who and how you operate as a Learning and Development area.

- ❑ **Alignment with other processes –** Provide simplified delivery and avoid overlapping of responsibilities and potential conflicts.

- ❑ **Funding mechanisms:** Clear funding streams needs to be allocated based on the Governance operating model.

Create & Provide
Learning culture and options

Create a learning culture:

Culture eats strategy for breakfast! Not to be underestimated or overlooked, sometimes the most difficult part in implementing L&D strategy is acknowledgment of actual values, conventions, processes, and practices in your organization. Your organizational culture could become showstopper or your competitive advantage in today's market.

- ❑ **Vision, mission and values –** Clear and shared purpose, fundamental values and ethical principles is in the core of every high performing organization. Learning capability will be directly guided by these company attributes.

- ❑ **Leadership –** You can say that culture and leadership are two sides of the same coin. At the end of the day, it's the way things are done in your organization and that includes learning and development efforts as well.

- ❑ **Evidence of impact -** In a learning culture, what matters are the knowledge and skills acquired and applied in the workplace and the impact on achieving the organization's strategic goals.

Provide learning options:

Your learning option will be determined by your organizational capability requirements and delivered by various channels to your end users, employees. Learning channels are usually online (LMS) and/or in-class (Blended) and Learning content is divided in the three major areas:

- ❑ **Leadership area –** focused on developing the leadership competences of individuals on different organizational levels.

- ❑ **Expertise area -** is group of programs focused on development of soft skills aimed to enable employees to fully perform their potential.

- ❑ **Talent area -** contains development activities aimed at accelerating employees development and preparing them for next career step.

Manage & Support
# Effectiveness and application

Manage effectiveness:

A highly effective learning system always brings value to the organization and, therefore, like any other service or product, learning must be governed in a systematic and structured way. Additionally, the ability to respond in a timely manner to the new organization's requirements is critical for success.

- ❑ **Stakeholder relationship –** Identifying stakeholder needs and maintain effective relationships to ensure a clear understanding of expected outcomes and issues
- ❑ **Agility and flexibility –** Pivoting based on changing capability requirements and on-demand learning is normal activity and necessary ability for L&D area
- ❑ **Monitoring and reporting –** Ability to measure and track L&D performance and KPI's against industry benchmarks

Support application of new skills:

At the end of the day, the things that matter are the knowledge and skills acquired and applied in the workplace and the impact on achieving the organization's strategic goals. It's less about output and more about the difference that learning makes for individuals, teams, and the entire organization.

- ❑ **On-the-job performance evaluation –** The emphasis is on improvement, learning and development in order to achieve the overall business strategy and to create a high performance workforce.
- ❑ **Supportive workplace environment -** Only leaders can create and reinforce a culture that counteracts the blame game and makes people feel both comfortable with and responsible for surfacing and learning from failures.

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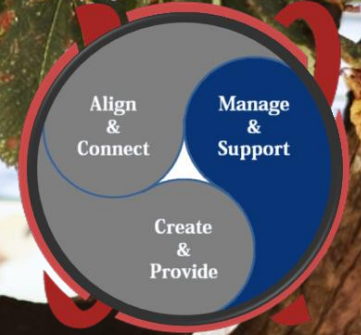
HAVE AN IDEA?

LET'S TALK!

info@jakalounge.com
+381 11 40 99 586
www.jakalounge.com