



Dimension 2: Strategy & Planning

Dimension	Strategy & Planning
Brief intro statement	<p>Whether presenting an idea to a key stakeholder or client, learning programs require detailed planning to be undertaken at every stage to ensure priorities, resources and activities are undertaken in a purposeful way to ensure a successful outcome.</p> <p>This capability may present itself as a simple outline or plan relating to a learning and development activity; at its most advanced, a learning and development strategy that considers long term learning priorities, outlines the impact of the learning on all stakeholder groups, not only the learner. It will offer clear guidance on all stages and intended outcomes of the program, and speak to current and future priorities, resources and actions to achieve key business goals.</p>
Impact when it is present	<p>When a clear plan is developed, learning initiatives are likely to be more successful and delivered in a planful, ordered and focused way, on time and on budget. A clear plan and learning strategy, allows learners and stakeholders to understand and quantify the intended outcomes and link to broader business goals.</p>
Impact when it is not	<p>In the absence of a learning strategy or plans associated with a learning initiative, training is likely to be ad hoc and ineffective. Training activities or elements may not run on time, or to any defined budget, which impacts the overall process of the learning initiative.</p>

Key Behaviours

Stakeholder Engagement	Project Planning	Communication Plan	ROI & ROE Focussed
<p>Develop stakeholder engagement plan that outlines methods of engagement, key actions, approach to risk management and performance framework,</p> <p>The strategy will involve people who have influence, or will be affected by the learning initiative you are delivering.</p>	<p>Organise key activities to ensure the successful delivery of the learning program; and develop this in consideration of broader business /clients' needs.</p>	<p>Create a strategy for stakeholder communication to be delivered before, during and after the learning event.</p>	<p>Creates a strategy to measure results and determine if key outcomes have been met. Has strong focus on ROI (Return on Investment) and ROE (Return on Expectation) measures to ensure success and sustainability of learning initiative.</p>