



## Dimension 3: Design & Develop

Dimension	Design & Develop
<b>Brief intro statement</b>	This dimension is critical for success of any learning program, and the behaviours outline the key aspects of any learning program; from understanding the context and style of delivery that fits your client/stakeholder to designing the content to meet the learning objectives.
<b>Impact when it is present</b>	Experienced L&D professionals have a detailed understanding of their client and learner needs, and develop learning solutions and transfer strategies to support the delivery of a positive learner experience. When these behaviours are present, learners will be engaged in the content of the program, and there will be a focus on ongoing learning and development beyond the learning event.
<b>Impact when it is not present</b>	Off the shelf programs may be delivered without an understanding of the learner or client needs. The focus is on the event, with little emphasis on learning transfer or sustainability of knowledge. Program is unlikely to be customised for the client/stakeholder or link to business outcomes. Result is likely to be that the learning initiative has little or no effect on enhancing results for individual or organisation.
<b>Key actions to improve in this area</b>	

Key Behaviours		
Design the Solution	Develop Learning Pathway	Learning Transfer Strategies
<p>Design a program that fits the needs of stakeholders and learners; customising or developing where required.</p> <p>Design a program that fits the needs of stakeholders and learners; customising or developing where required.</p>	<p>Develop effective learning pathway to ensure the learners' is engaged, learning outcomes are met and process is enjoyable.</p>	<p>Create a strategy to support the implementation of learning to the workplace</p>