



## Dimension 4: Execute & Deliver

Dimension	Execute & Deliver
<b>Brief intro statement</b>	This dimension relates to the tactical elements of delivering and executing learning activity or program. Developing and implementing structured project and communication plans, ensuring stakeholders and learners are prepared, and creating the right environment to maximise learning.
<b>Impact when it is present</b>	When these behaviours are present, L&D initiatives are likely to be more effective, as all aspects of delivery and execution have been considered. The L&D professional can manage the learning environment to ensure the program remains on course, and learning outcomes are achieved; learners are engaged and the learning transfer strategies (as previously defined) can be implemented effectively.
<b>Impact when it is not present</b>	When there is a lack of focus on execution and delivery, learners may feel ill prepared for training and/or the become disengaged during the activity, as they feel the content does not meet their needs, or that the facilitator is not responding to the environment. Stakeholders may feel disconnected to the activity and see not benefit for the business or learner.

Key Behaviours		
Delivery Preparation	Manage environment	Engagement techniques
Ensuring that you are prepared, aware of what is available at the venue, collateral is organised, plan B is thought through and you have all that you need to successfully carry out the learning	Manage the total learning environment, including self and logistics related to the event. Is flexible and able to adjust program to suit the environment.	Employ suitable techniques to ensure learners are engaged throughout the learning process