

— BUILDING BUSINESS ACUMEN — 3 STEPS TO BECOMING A TRUSTED PARTNER

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU



As a learning leader, you develop and deliver training that improves performance and drives business results. However, understanding complex business problems and how training can (or can't) solve them isn't easy, especially when needs shift seemingly overnight.

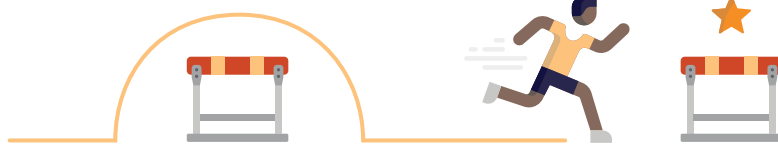
Follow these three tips to get started [building business acumen](#) and gain that coveted seat at the table once and for all.

1 | DO YOUR HOMEWORK

Building business acumen starts with investigating.

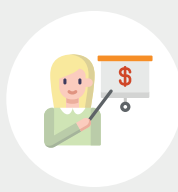


Look at your company's budgets, financial statements and business plans.



Consider how training and development can best **support** your organization's short- and long-term goals, and how your programs can remain [agile](#) enough to pivot if those goals change.

Keep your program's **expected costs** in mind to make sure they are delivered at, or under, budget.



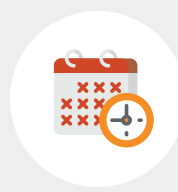
INSTRUCTOR COSTS



EXTERNAL VENDOR OR PROGRAM COSTS



TECHNOLOGY COSTS



COST OF EMPLOYEES' TIME AWAY FROM JOB

2 | ASK QUESTIONS

After taking stock of your organization's strategic plan and budgets, ask a [subject matter expert](#) in your organization for clarity on anything that is unclear.



Be vulnerable enough to admit when you don't understand something and learn from your peers as well as your stakeholders.

Even learning leaders need to step away from the driver's seat once in awhile to **brush up on skills they need** to steer others toward improved performance.



3 | FOLLOW UP, AND FOLLOW THROUGH

Understanding business financials and goals isn't a one-and-done endeavor. It's important to have **continuous conversations** with your stakeholders to stay up-to-date on business priorities, which are prone to industry shifts and disruptions.

Remain in the loop on **key priorities** by...

1

Asking to sit in on strategic planning meetings.

2

Scheduling a recurring chat with a business leader in your organization to "talk shop."

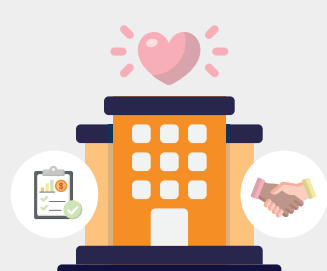
Keep **following through** by...



Delivering targeted training to people who need it if you recognize a skills gap that could prevent your company from reaching its goals.



Regularly assess your [training portfolio](#) against your organization's goals to make sure all courses are supporting the business.



Financial statements, budgets and "business speak" can leave those of us who weren't born business-savvy feeling lost. Fortunately, business acumen can be learned. Taking the time to understand business processes, priorities and strategies will position you as a **trusted partner in your organization**.

THE MOST TRUSTED SOURCE OF INFORMATION ON THE BUSINESS OF LEARNING.

Listen

Read

Watch

Sound Off

Subscribe