

LEARNING THROUGHOUT THE EMPLOYEE LIFECYCLE

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

CREATE A CULTURE OF LEARNING,

built on continuous growth and development, by promoting learning opportunities throughout each stage of the **employee lifecycle**.



ONBOARDING

should be a personalized learning experience that allows employees opportunities to practice and reinforce new skills and receive [continuous feedback](#) for improvement.

Onboarding can include:



[On-the-job training.](#)



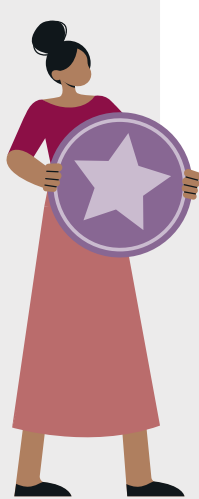
Formal training.



[Coaching.](#)



Job aids.



RETENTION

focuses on providing continuous learning opportunities, like [upskilling](#), to keep employees **engaged** and happy in their work.

Peer-to-peer mentorship can help employees:



Motivate one another.



Provide constructive feedback.



Give recognition.



DEVELOPMENT

enables employees to progress in their careers, giving them opportunities for **growth and advancement**.

Continuous learning can look like:



[Leadership training.](#)



Job rotations.



[Reskilling](#) for a new role.



Coaching.



OFFBOARDING

is necessary when an employee moves into a new role or leaves and gives learning leaders the opportunity to **capture the knowledge** of seasoned employees before they leave their role.

Knowledge transfer can include:



Job shadowing.



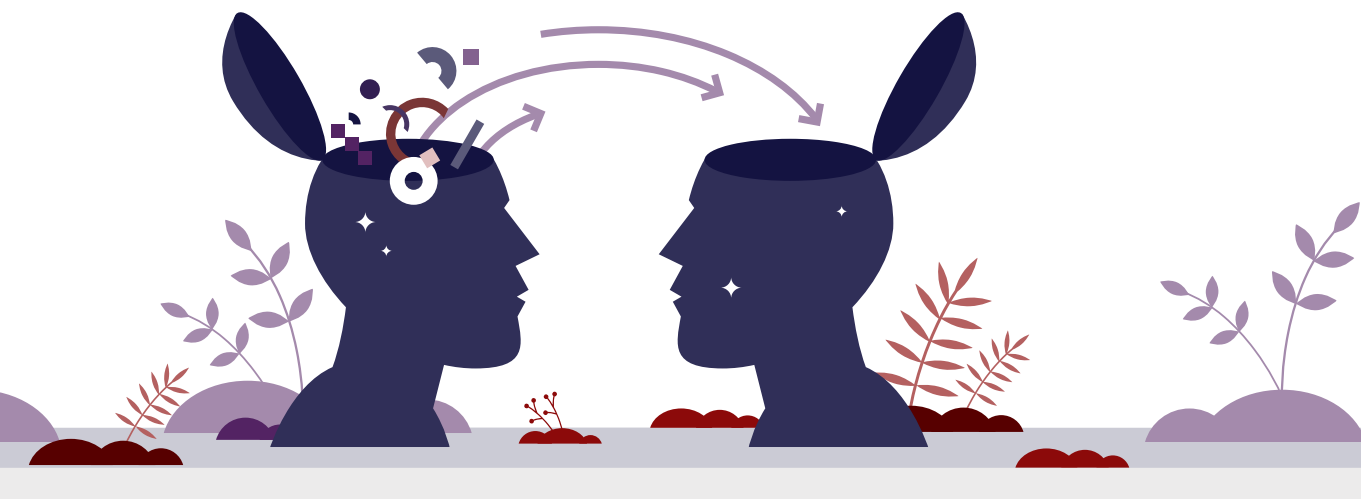
Documenting processes or procedures.



[Mentoring](#) less experienced employees.



Creating [bite-sized training videos](#).



DELIVER CONTINUOUS TRAINING OPPORTUNITIES

to employees and promote a culture of learning in your organization when you **provide learning throughout the employee lifecycle**.

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

Listen

Read

Watch

Sound Off

Subscribe