

— 6 STEPS TO BUILD — PERSONALIZED LEARNING PATHWAYS

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

Personalized learning is revolutionizing the way training is delivered.



Follow these steps for rolling out effective learning pathways in your organization.

1 | IDENTIFY LEARNING OBJECTIVES



Define the skills and competencies your learners need to support business goals.



Craft learning pathways that will keep your business ahead of the competition.

2 | CREATE A SKILLS MATRIX

For each objective, list the specific skills employees will need to develop, like the example below.

Employee	Cybersecurity	Leadership	Communication	Marketing
Felipe	8/10	6/10	10/10	7/10
Alex	5/10	7/10	8/10	9/10
Sophia	7/10	9/10	8/10	7/10

3 | MAP LEARNING PATHWAYS

- > Group the skills in your matrix into clusters.
- > Identify the courses and activities that will help your learners develop those skills.



For example, group various customer service skills or leadership skills together.



4 | BUILD LEARNING RESOURCES

Consider developing or sourcing...



eLearning courses



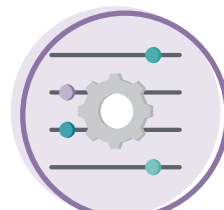
Custom job aids



Reference materials



On-the-job training activities



Keep in mind the different [learner preferences](#), as some employees will prefer interactive courses, while others may prefer hands-on learning experiences.

5 | IMPLEMENT PERSONALIZED LEARNING PATHWAYS

Make sure learners understand how completion of training will benefit the organization, as well as help them grow in their individual careers.



6 | EVALUATE LEARNING OUTCOMES

Measure the impact of the learning pathways on:



knowledge



performance



employee skills



Refer to the performance metrics you used to identify learning objectives.



Compare the performance metrics before and after the implementation of your learning pathways to determine their impact.



Conduct surveys or focus groups with employees to gather their feedback.



Follow the six steps above and you'll be well on your way to creating effective learning pathways that will help your employees develop the skills they need to meet organizational goals.

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

Listen

Read

Watch

Sound Off

Subscribe