

Manager's Guide To Building a Successful Learning Path Using ULearnIT



1. IDENTIFY COMPETENCIES AND DEVELOPMENT GOALS IN YOUR TEAM

- One-on-one development discussions
- Feedback from other managers
- Competencies and goals that align with organizational strategy and goals

2. FIND/MAP COMPETENCIES AND GOALS

- Work to find the best content for your team and give it to them
- Ask for help; it can be hard to know what is the "best" content
- Understand how your team learns (e.g., books versus videos)



3. MUTUALLY BUILD A LEARNING PATH BASED ON COMPETENCIES AND GOALS

- Give direction by building a unique path for each member of the team
- Help individuals reach performance goals and career aspirations
- Create an engaged team with a strong learning culture



4. MEASURE AND REPORT RESULTS

- Use the reporting in ULearnIT to measure the value of your program
- Use the reports to encourage and reward the team



5. DEDICATE TIME FOR YOUR TEAM TO LEARN

- Give your team some time when possible to focus on development (e.g., once a week for 15 to 30 minutes)
- Blend with internal learning and development to leverage resources where possible

