

5 Principles to Design Successful Learning Programs



1

Connect learning to business objectives

Workplace learning should connect to business and performance objectives, as well as capability needs.

- Study the company's mission.
- Pinpoint the skills required.
- Determine how these skills can be applied to outcomes or problems.



Create personalized learning journeys

These journeys should align with skills needs and learner experiences.

- Provide self-paced and self-directed opportunities to learn the skills needed for now and tomorrow.

2

3

Use a (right) mix of training methods

Adults possess diverse learning styles, so L&D programs should offer varied training methods instead of sticking to one.

- Key modalities include microlearning, immersive methods like augmented reality and virtual environments, and learning from direct experiences.



Continuously and dynamically improve learning

Adopt an agile learning methodology to change, improve, and adapt constantly.

- Convene subject matter experts (SMEs) and business leaders to understand which skills will shape the future workplace.
- Understand evolving learner needs—learning styles, formats, and topics.

4

5

Curate, automate and streamline learning

Prioritize content curation over new content design and streamline and automate content.

- Make a thorough inventory of learning materials and skills needs to optimize and speed up the training process.
- Leverage technology (e.g., AI) to create learning content and curate learning journeys based on employee and training data.



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