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WORKFORCE PERFORMANCE CONSULTING

WHAT'S YOUR WORKFORCE CONSUMING?



WORKFORCE PERFORMANCE AND DEVELOPMENT TIPS

By Abigail Mirarchi, Accelerated Instructional Media, Inc.

How do you know the fruit sitting on the counter, the marbled steak, or the carton of milk is no longer edible?

Maybe it's easy to assess its quality by observation and smell. Sometimes we figure it out while we are consuming it. More likely, it's a combination of many factors. In our household, the top norms about food responsibility are 1) planning and purchasing, 2) self-assessment 3) if Mom didn't throw it away yet – it's still good and 4) if in doubt, ask Mom to taste it.

Similarly, we consume learning opportunities on and off the job every day. Our awareness, skills, and competencies increase our personal and professional potential with each experience. Indeed our family has group oversight for food; however, frequently overlooked by companies is organizational learning.

The end of the fiscal year is right around the corner, so we've compiled top strategic transformational and development questions for HR, L&D, and CM. To ensure talent is consuming the best possible experience answer the following:

IN THE LAST 6, 12, 18-MONTHS...

1. Has the business strategy, goals, and KPIs changed?
2. Do existing programs/offerings still align and support the organization?
3. Have new initiatives been synchronized across existing programs to avoid redundancy and/or inconsistency?
4. Was the offerings and reinforcement materials reviewed for accuracy and relevancy?

5. How was the result of the offering(s) measured and reported?

6. Has the standard process to add, update, enhance, and remove offerings/materials changed?

Whether organically or prescribed in your organization, continual planning and assessment are needed to ensure the learning content is accurate, relevant, timely, retainable, and impactful.

What's one takeaway you learned that you will apply to your organization's strategic menu?

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