WELEARN

Strategy on a page

Your learning strategy, one view

This template captures what matters most to your team, how you'll work together, and the strategic initiatives that move your organization forward. Fill it in with your team, revisit it often, and use it to keep everyone aligned.



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What drives us

Strategic intent

To help people achieve lifelong well-being by creating quality learning opportunities.

Our values

- Pursue a noble purpose
- Respect & engage everyone we touch
- Grow the business, profitably
- Create healthy people, a healthy planet, and healthy performance
- Embrace our difference

Our commitments

To impact lives through inspired, creative, and engaging learning every day.

Design expectations

- Business problem and measurable outcome defined before design.
- Observable behavior-based objectives.
- Workflow-integrated solutions with manager reinforcement.
- Modality selected intentionally based on risk and complexity.
- Measurement plan embedded at intake.

How we will measure impact

- Adoption and retention tracking (30/60/90 days).
- Observable behavior change.
- Direct linkage to business kpis.
- Time-to-competency tracking.
- Quarterly executive impact dashboard.

Guiding principles | How we work

We are a dynamic learning organization dedicated to shaping culture through education, enabling employees to be their best.

OUR STRATEGIC INITIATIVES

Educating for advocacy	Educating for Continuous improvement	Operating as a dynamic Learning org	Creating effective Working relationships
Align learning strategies Partnering with operational teams to create industry-accepted certifications	**Leadership development** Create a three-tiered Leadership learning plan Partnering with hr	**Human capital alignment** Align to team strengths; Alignment structure to Support business needs	**Communication** Ongoing, direct, vp and Leader communication (Podcasts, reports)
Curriculum & technology Fully implement lms; create mobile learning plan; active assessments tied to business objectives	**Metrics** Data analytics focus; Partner with quality to Identify operational metrics To drive learning	**Collaborative work teams** Focus on collaborative work environment utilizing ops strengths	**Client engagement** Identify and create active Business partnerships
Learning delivery Expand dl options via webex, Mobile systems; best Practice virtual training	**Remediation** Meet learners where they are With what they need; Progression classes leading to certs	**Workflow** Develop defined intake Process; identify process Handoff points to improve efficiency	**Connections** Identify mobile & social Media tools; create Communications and marketing plan
Project management Baseline pm including Vendors; create monthly Reports of key metrics	**Quality trending** Create metrics, measure and Report then revise and improve	**Advocacy** Integrate messaging into Courses, weave critical Thinking into plan	**Recognition/celebration** Rejoice in successes

What drives us

Strategic intent

What's your driving purpose?
Why are you in business?
What's your ideal vision?

Our values

What values guide how your team works?

Our commitments

What fires your team up?
What do you want to be known for?

Design expectations

What matters most to the team?
Ex: Learning access and flexibility
Professional growth and engagement
Recognition and celebration of learning

How we will measure impact

What will happen differently as a result of learning?
How will you validate it?

OUR STRATEGIC INITIATIVES

Guiding principles | How we work

Pull your dream, principles, and commitment together into one statement. This is your elevator pitch.

Key focus point	Key focus point	Key focus point	Key focus point
Target to reach focus point What specific actions will get you there?	Target to reach focus point What specific actions will get you there?	Target to reach focus point What specific actions will get you there?	Target to reach focus point What specific actions will get you there?
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