

WE LEARN

Fractional Learning Strategist

Your partner in creating and executing your organization's learning strategy.



What Is a Fractional Learning Strategist?



A thought partner to you on aligning your talent and learning strategies with the overarching business strategy



A sounding board for creating positive disruption in the way learning happens in your organization



A collaborator to help you guide change in your learning organization



A coach to provide strategic insights and practical advice



An innovation partner to build new models for the design and delivery of learning



A colleague who has sat in your seat and wrestled with the same decisions you are wrestling with

This Is Not New

Fractional specialist exist in:



Finance



HR



Marketing



IT

Why not learning and talent development?

A Fractional Learning Strategist provides support and expertise centered on:



Closing performance gaps.



Optimizing resources.



Meeting & exceeding business goals by developing, engaging, and retaining your workforce.



Admit It, You Are Curious...

What Can a Fractional Learning Strategist Help You With?

What Are the Existential Learning Challenges You Are Grappling With?

We partner on the BHAG moments in a VUCA world



- ✓ Reinventing your learning product model
- ✓ Adjusting your workforce and talent plan for a mobile workforce
- ✓ Ensuring your organization is preparing for the future of work
- ✓ Creating a data strategy to surface insights into talent and skills needs in the organization
- ✓ Building structures for internal mobility
- ✓ Rethinking the organizational design of the learning and talent organization
- ✓ Reimagining the use of space to promote learning in the flow of work
- ✓ Identifying new pipelines of talent and building ecosystem partnerships
- ✓ Improving and Enhancing your learning technology stack

What we do



Increase your advantage by aligning the 3 p's:

- Purpose
- People
- Process



Maximize your investment in technology & people ensuring they work together efficiently & effectively



Minimize the distance & time barriers for your remote work force.



You have a partner to think, strategize, and optimize your workforce focused on agility and peak performance.



How Does This Process Work?

**Our Engagement Model Is Centered
on You and Your Organization**

Our Work Focuses on the Building Blocks of a Learning Ecosystem

We start with the end in mind

- What is business success?
- How is that success measured?
- What is the organization's plan for growth?
- What are the risks/opportunities the organization faces in achieving that plan?
- What talent does the organization need to meet their plan?
 - How can that talent be built – internally, externally, both?
- How does the current learning ecosystem need to change in order to support the growth plan of the organization?

Building Blocks of a Learning Ecosystem

Strategy

- Reusability
- Microlearning
- Curation
- Gamification
- Simulation

Delivery

- ILT
- vILT
- eLearning
- On-demand
- Just in time
- Context driven

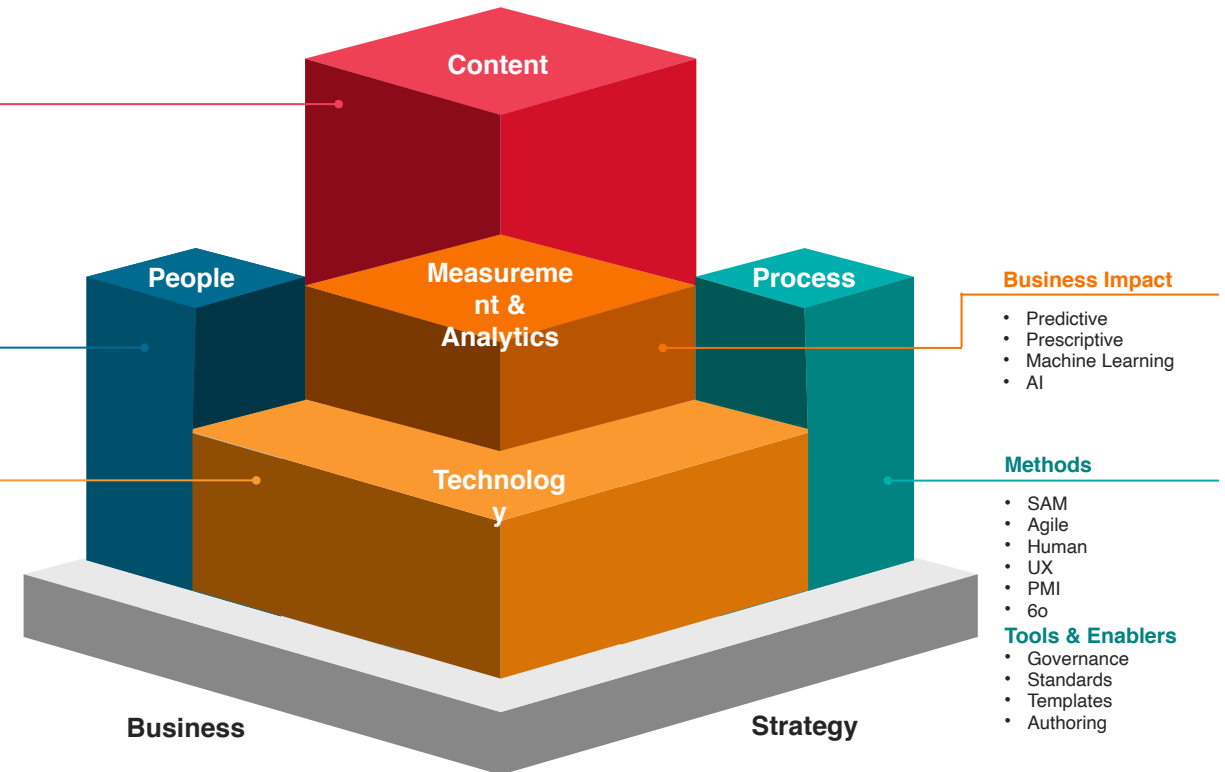
Communities

Mentoring

- Peer
- Formal
- Culture
- Social & Collaborative
- Personalized

Interoperability

- Technical
- Semantic
- Cross-domain
- xAPI
- Platforms / Systems
- Portals
- LCMS
- LMS
- Social / Collaborative
- Pathways
- Video
- Virtual Meeting
- EPSS
- Enterprise Business



Source: Phil Antonelli

Learning Strategy Focused on Results



We Ensure Your Learning Strategy and Your Business Outcomes Are Aligned



Establishing the Foundation

- New Hire Training Programs
- Onboarding Processes
- Optimized Internal and External Talent Pipelines

Professional Development

- Articulated Career Pathways
- Learning Paths for identified pathways
- Ecosystem of educational and learning partners to deliver professional development

Performance Support

- Moment of Need Learning
- Direct Impact to Business

Data Driven Decision Making

- Individual performance
- Group Performance
- Enterprise Performance

Our Services Are Designed to Meet Your Budget and Moments of Need

Bronze	Silver	Gold
Discovery <ul style="list-style-type: none"> Discovery survey/prework Discovery meetings (1-4 days) live or virtual Small focus sessions 	Everything in bronze, plus:	Everything in silver, plus:
Analysis & Recommendations <ul style="list-style-type: none"> Report development Draft report review Roadmap plan 	Partner Planning <ul style="list-style-type: none"> Meet quarterly with team to monitor current plan & begin review and assessment process. 	Talent Pipeline <ul style="list-style-type: none"> Work with leadership teams to develop career paths for internal talent development
Strategic Plan with Implementation Options <ul style="list-style-type: none"> Presentation of Final Plan 	Cross Training <ul style="list-style-type: none"> Cross training opportunities with L&D team on tools and techniques 	Talent Development <ul style="list-style-type: none"> Management of the learning ecosystem with third party content providers and educational institutions to support career pathways
3 – 4 Months	12 – 18 months	18 – 36 months
Contact us for costs!		