

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 collaborator to help you guide change in your learning organization



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



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



A coach to provide strategic insights and practical advice



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

WIIFU

What's in It for You!

What we do



Make you money

Increase your advantage by aligning the 3 p's:

- Purpose
- People
- Process



Save you money

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



Save you time

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**

The Building Blocks of a Learning Ecosystem

We start with the end in mind



What is business success?



What are the risks/opportunities the organization faces in achieving that plan?



How is that success measured?



What talent does the organization need to meet their plan?

- How can that talent be built – internally, externally, both?

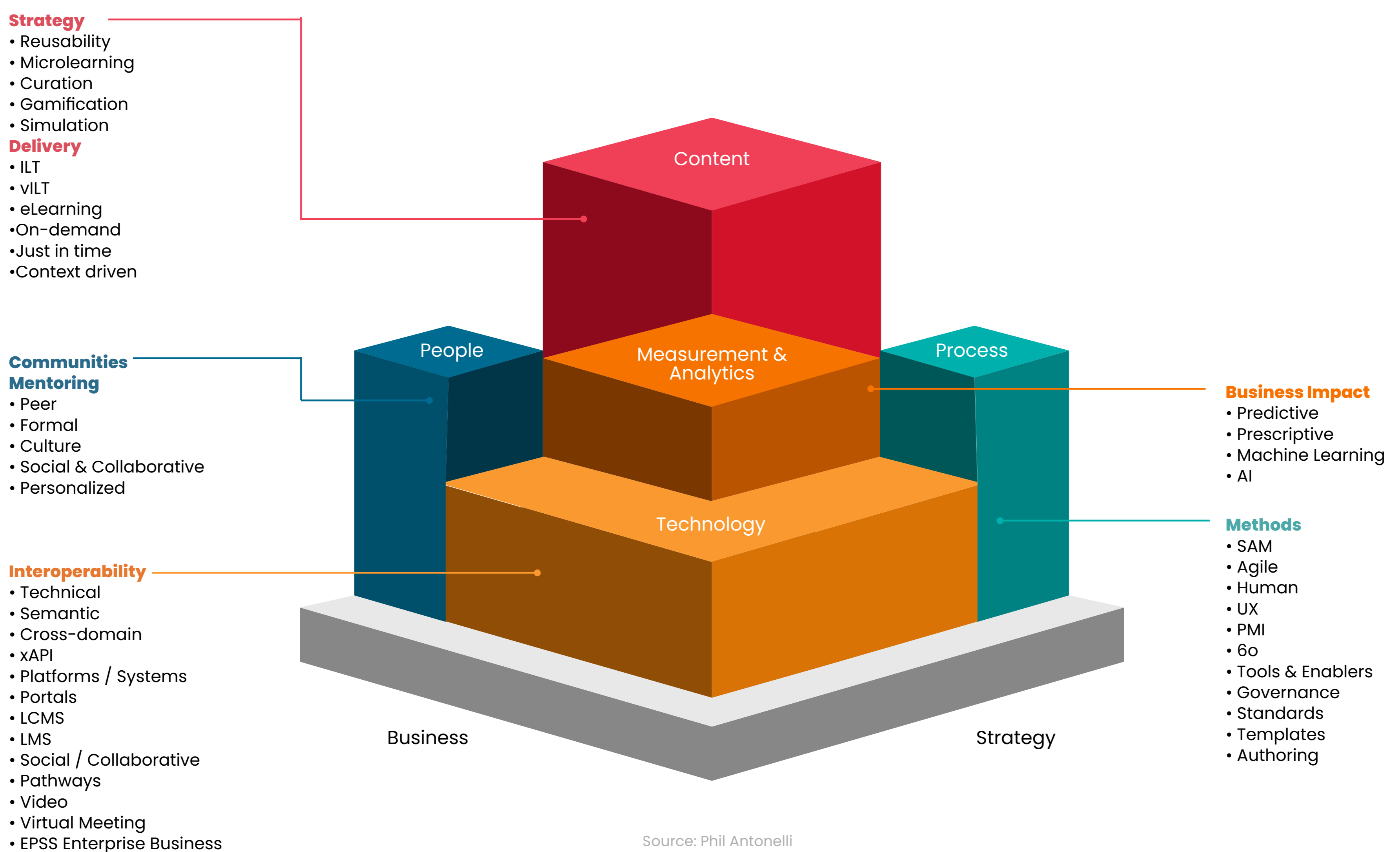


What is the organization's plan for growth?



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



Learning and Talent Strategies 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

- Analyzing and Measuring Individual performance
- Analyzing and Measuring Group Performance
- Analyzing and Measuring Enterprise Performance

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



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

WELEARN

www.welearnls.com

Let's collaborate!

To learn more visit

welearnls.com

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