

Leading Learning: 6 Capabilities for Success

6 Critical Capabilities that Learning Leaders Need in their Roles



1 Understand Adult Learning Theory

Adults learn best when they are actively involved in and interested in their learning. Understanding how adults and employees learn is essential to developing successful training programs and being a successful learning leader.



2 Apply Learning Technologies in Your Organization

Learning technologies can help you create a culture of continuous learning. With the help of innovative tools, you can help facilitate knowledge sharing and peer-to-peer learning in your organization. Digital tools also allow you to measure learner progress and to identify barriers that might have prevented a learner from successfully completing a task before starting again.



3 Identify Training Needs

Use these questions to get started:

- What skills do your team members need?
- What skills do they currently possess?
- Are there any gaps between the skills they have and the skills they need?
- Does your company have any ongoing or upcoming projects/initiatives that would require new skill sets from your team members?



4 Convey the Impact of Learning to Stakeholders

Good learning leaders should be able to persuasively convey the impact of learning to key stakeholders across the entire organization. You need to demonstrate the value of learning and explain why it's crucial and how to effectively design, deliver, implement and evaluate it.



5 Demonstrate Expertise in Project Management

Planning, executing, monitoring and tracking are all part of leading a learning initiative. Much of what the learning leader does is aligned with project management skills.



6 Collaborate Across the Organization

As the workplace becomes more complex and calibrated to an ever-faster pace of production, learning leaders must lead effectively and collaborate across the organization.