

## **ONSITE WORKSHOP – *Best Practices for Learning Governance***

### **Overview**

The onsite *Best Practices for Learning Governance Workshop* helps jumpstart your organization’s learning governance efforts. In this interactive, one-day working session, participants learn fundamental principles of successful learning governance, explore best practices and case studies and discuss how to adapt these principles and examples to your unique environment. The workshop experience is customized for each organization. Prior to the workshop, we conduct brief interviews with key learning leaders to get a sense of the real-world context in which the organization operates—organizational structure, objectives, key constituents, current learning practices and the culture of the organization. We use this information to tailor the workshop topics and best practices and to frame discussions in a way that can quickly generate consensus and create real progress toward learning governance goals.

### **Who Should Attend**

The workshop is designed primarily for **enterprise-level and division-level learning leaders**. However, one key to successful learning governance is to engage with a broad array of stakeholders from the very beginning. Therefore, where practical, we encourage you to invite key learning “customers,” early adopters and representatives from groups responsible for content development, learning operations and technology.

### **Workshop Objectives**


The *Best Practices for Learning Governance Workshop* will help participants

- Learn the fundamental concepts and principles that lead to success with learning governance
- Create a shared language and vision around what learning governance might look like at your organization
- Avoid mistakes and gain traction more quickly by exploring case studies, examples and lessons learned from other organizations
- Experience the *Learning Governance Lifecycle* methodology in action and practice with hands-on tools that help operationalize learning governance principles

- Explore approaches to scaling learning, including rapid development strategies and Learning 2.0 (social media) techniques
- Identify institutional, cultural or political barriers at your organization that need to be overcome for the learning governance initiative to be successful
- Create a consensus around priorities, decision points and next steps.

## Workshop Outline

Because we customize the workshop experience to each organization, the outline will vary. A sample outline is included below.



### Learning Governance Workshop Agenda

- 1. Introduction**
  - ▶ Organizational snapshot
  - ▶ What is learning governance?
  - ▶ The “secret sauce” that makes governance successful
- 2. Governance Structure**
  - ▶ Three basic governance models
  - ▶ Selecting an optimal structure
- 3. Defining Outcomes**
  - ▶ Measurement approaches
  - ▶ Short, medium and long term objectives
- 4. A Methodology for Creating Alignment**
  - ▶ *Learning Governance Lifecycle* model
  - ▶ Samples of documents and tools
  - ▶ How to get started
- 5. Scaling – Better, Faster, Cheaper**
  - ▶ Rapid development
  - ▶ Learning 2.0
- 6. Opportunities and Risks**
- 7. Wrap Up and Next Steps**

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## Timeline

The interview-based discovery process typically takes about two weeks to complete. The discovery time depends on how quickly we can get access to the people involved. The workshop itself is one day.

## Price

Although we refer to it as a “workshop”, the onsite *Best Practices for Learning Governance Workshop* is actually a pre-packaged consulting engagement that includes

- An interview-based discovery process that provides a snapshot of the current state of learning governance in the organization
- Customization of the workshop content and activities
- Onsite workshop delivery
- A written summary of the workshop outcomes
- A post-workshop debriefing session to define next steps

The price for the workshop package is \$14,500. Discounts are available for qualified government agencies, educational institutions and non-profits.

## Related Offerings

This onsite version of the *Best Practices for Learning Governance Workshop* is intended for a single organization. This allows us to customize the experience and go deeper into issues that are most relevant. It also allows for focused discussion around specific opportunities and challenges.

We also offer a public version of the *Best Practices for Learning Governance Workshop* that includes attendees from multiple organizations. Because multiple organizations are represented in the public workshop, the content is somewhat broader and the discussion more general.

In addition to the workshop itself, we offer consulting engagements to help organizations put in practice the *Learning Governance Lifecycle* methodology and quickly create measurable results. We can provide assistance with

- Building the business case for learning governance
- Determining the optimal governance structure for an organization
- Creating an enterprise learning strategy
- Defining objectives, metrics and evaluation strategy for learning governance efforts
- Aligning processes, tools and shared services across divisional learning groups
- Developing and implementing a plan for change management, communication and technology adoption

## **About Razor Learning**

Razor Learning is a consulting partnership between Rob Pannoni and Grant Ricketts, two learning industry veterans who specialize in helping corporations, government agencies and non-profits create an enterprise learning strategy and align learning efforts across the organization.

Rob and Grant first teamed up at Saba. Rob used his unusual mix of experience as an entrepreneur, educational researcher, business consultant, technologist and enterprise training manager to build Saba's highly successful Strategic Services consulting practice. Grant, a Saba founder in 1997, was among the first in the industry to identify and promote enterprise learning governance as a discipline. Together, Rob and Grant have developed and field-tested a unique methodology and set of tools for helping organizations effect real change around learning and talent.

More information about Razor Learning can be found at the company's web site at [www.razorlearning.com](http://www.razorlearning.com).