

SYSTEM DESCRIPTION

Purpose

1. To improve Corporate Performance by strategically deploying “Organization Learning” as an enabler & solution provider.
2. To enhance the contribution of the current “Learning Unit” to the Organization by transforming it into a Corporate University.

Process

A 1-2 years strategic program that will transform the “Organization Learning Landscape” by identifying installing & improving the 10 learning performance sub-systems through a structured consulting & transfer of technology methodology.

| Sub System | Leadership & Strategic Fit | Learning Function | Organization Facilities & | Infrastructure Learning Solutions |
|---------------------|---|--|---|---|
| Sub-system Contents | <ol style="list-style-type: none"> 1. Corp. Learning Direction & Policy 2. Leadership Commitment & Involvement 3. Governance System 4. Org. Structure 5. Budget Practice | <ol style="list-style-type: none"> 1. Learning Council Role 2. Learning Organization Scope, Roles & Responsibilities 3. Reporting & Political Strength 4. Capacity & Capability 5. Influence & Leverage | <ol style="list-style-type: none"> 1. Facilities (Training Rooms) 2. Internet Connection 3. Deployment of LMS 4. Technology & Equipment Capability. 5. KM System | <ol style="list-style-type: none"> 1. Course & Program Directory 2. Training Vendor Management 3. OJT, Coaching, Mentoring 4. Alternative & Digital Learning 5. Solutions Delivery capacity (LAT , Vendor Mgmt. etc) |

| Sub System | Learning Technologist | Learners | Learning Culture Learning |
|---------------------|--|---|---|
| Sub-system Contents | <ol style="list-style-type: none"> 1. Selection & Placement Process 2. Development & Certification Plans 3. Reward & Recognition 4. Displacement Plans 5. LC Organization Structure | <ol style="list-style-type: none"> 1. Ownership of Learning 2. Personal Mastery Level 3. Staff Learning Capability 4. Learning Commitment Level 5. Application of Learning | <ol style="list-style-type: none"> 1. Learning Organization Status 2. Learning Promotion Activities 3. Leaders Role Modeling 4. Systems & Structur to Support 5. Linkage to PMS & Promotions |

| Sub System | Learning Value Chain | Feedback & Communication | Performance Governance |
|---------------------|--|---|---|
| Sub-system Contents | <ol style="list-style-type: none"> 1. Learning Needs Diagnosis 2. Instructional System Design 3. Delivery & Deployment 4. Evaluation & Impact Measurement 5. Learning Administration & Management | <ol style="list-style-type: none"> 1. Learning Quality Mgmt. 2. LC Quality Process Audits, Assessment & NCR Mgmt. 3. Weekly, Monthly and Quarterly Performance Reviews 4. Stakeholders Communication & Feedback Mgmt. 5. Performance Reporting | <ol style="list-style-type: none"> 1. KPI Coverage 2. Learning Performance Mgmt. 3. Governance Structure 4. Close Looping of Corrections 5. Gemba & Visual Mgmt. |