

Learning Strategy Revision and Design



Your challenge

Employees must acquire new skills and update their industry knowledge on a regular basis to stay on top of market needs. Organisational learning should ideally support the process of skill updating and knowledge transfer. While learning activities may transfer knowledge and skills to participants, it may not focus on the crucial skills needed to enhance business. In addition, learning and training offerings often reflect what an organisation was, as opposed to what it is or what it may become. With increased expectations of learning and pressures on budgets, learning must be targeted to enable employees to successfully address the most pressing company issues.

How do we develop and implement a successful learning strategy and offerings aligned with business objectives? How do we create a true learning organization? How do we approach and set up our future learning organisation in a cost-effective way? How can we integrate training, performance support, peer-to-peer learning and knowledge sharing?

Our solution

Deloitte provides course design and development services for both private and public sector actors. We design courses based on in-depth preliminary and follow-up analyses of client business objectives and culture and target beneficiary baseline skills and needs. We deliver quality and tailor-made course content and support materials to be used throughout course implementation. To ensure course success both in the short and long terms, we build client internal capacity and support for the initiative through constant engagement with learning professionals and subject matter experts. We also train and continuously support in-house trainers to ensure prompt trouble-shooting. Finally, we deliver timely recommendations for course improvement as well as identify potential for scaling and follow up course programming.

Your contacts



Basil Sommerfeld
Partner | Operations & Human Capital
Tel: +352 451 452 646
bsommerfeld@deloitte.lu



Dr David Benmahdi
Manager | Operations & Human Capital
Tel: +352 451 454 555
dbenmahdi@deloitte.lu

Deloitte Luxembourg
560, rue de Neudorf
L-2220 Luxembourg

Tel: +352 451 451
Fax: +352 451 452 401
www.deloitte.lu

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