DESIGNING A HIGH-PERFORMING LEARNING ORGANIZATION

PDG's High-Performing Learning Organization (HPLO) approach draws on our intensive knowledge of corporate learning methodologies, structures, and best practices to create learning teams that are effective and efficient. Our methods are effective with new learning teams, established teams, and teams undergoing major change. We can provide the resources to run the learning team, can train and up-skill existing resources, and can provide guidelines for hiring new resources.

WHAT CAN HPLO DO FOR YOU?

PDG's HPLO approach can help in six key areas:

Learning Organization Assessment
Where can you make changes that will have the most impact?

Aligning the Organization to Business Goals
How does your governance model help guarantee impact on key business needs?

Determining the Learning Organization Structure
Centralized and Decentralized strategies each have merit, but which is best for your organization?

Creating the Responsive Learning Organization
How scalable is your organization? How well can you respond to changes in the business?

Determining the "right" size for a learning organization
Size is dependent on business model, goals, global strategy, and supply chain approach.

Up-skilling the Learning Organization
Even great learning teams can grow, learn, and adapt to new approaches.

WHAT TYPES OF ORGANIZATIONS BENEFIT FROM THE HPLO APPROACH?

The New Learning Organization
Use best practices to create an effective organization from day one.

The Learning Organization in Transition
Changes in the business usually mean changes in learning needs.

The Aligned Learning Organization
Many organizations are rethinking structure to better align to business goals and strategy.

The Post-Merger Learning Organization
Mergers create new businesses which may require new structures and approaches.

TOOLS FOR SUCCESS

PDG has a comprehensive toolkit for driving performance in learning organizations. Here are just a few examples of the areas we focus on:

The High-Performing Learning Organization Assessment
We help you figure out which capabilities are most important to achieve your strategy, and which changes will have the most impact on your business.
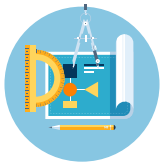
Organization Design
Tools for determining leadership, governance, and work processes

Learning Demand Planning
Tools for determining the size and staffing of the learning organization

Operations
Including scheduling, vendor management, purchasing, and measurement and evaluation

Skills Development
Keeping your team skilled and current in areas such as Instructional Design, Performance Consulting, Experiential Learning, and Learning Technology

Learning Strategy
Multiple tools for creating and implementing learning strategy

Talent Acquisition
Creating job descriptions, assessing talent, and establishing competency and skill models

Talent Management
Org chart design, development plans, performance goals, performance evaluation

ABOUT PDG

It's not what you know. It's what you can do.

PDG is a global leader in providing workforce transformation solutions which build value for our clients by aligning workforce performance with corporate strategy. We work with our clients to create the strategy, develop the solutions and provide a scalable implementation capability to drive business results through improved workforce performance. Headquartered in Malvern, PA, PDG offers a comprehensive suite of products and services that support the entire workforce transformation lifecycle. PDG is proud to have been driving business success for our clients since 2002.