



LAYING THE FOUNDATION for L&D Amidst Organizational Chaos



This session explores strategies to build resilient, adaptable L&D programs using empathetic design, agile learning, and both instructional and non-instructional solutions. Leave with practical strategies to implement in dynamic work environments.



SESSION BLUEPRINT

1

Define organizational anarchy and its impact on workplace learning.

2

Identify instructional and non-instructional approaches to stabilize L&D programs.

3

Create an actionable plan to apply key L&D strategies in chaotic work environments.

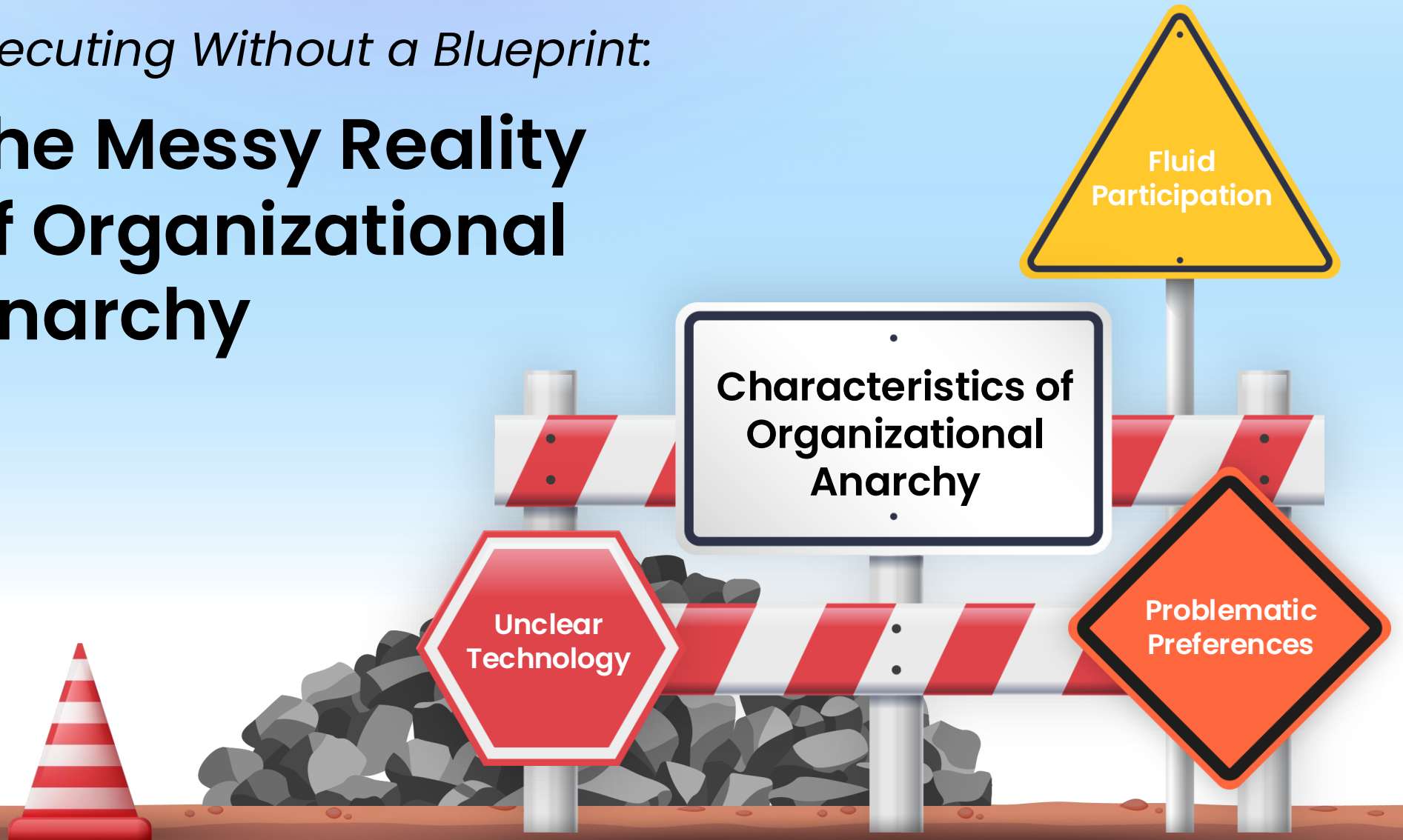
Building Program Success Without a Blueprint

Have you ever worked in an environment where leadership felt absent or unclear?
How did it affect your ability to do your job?

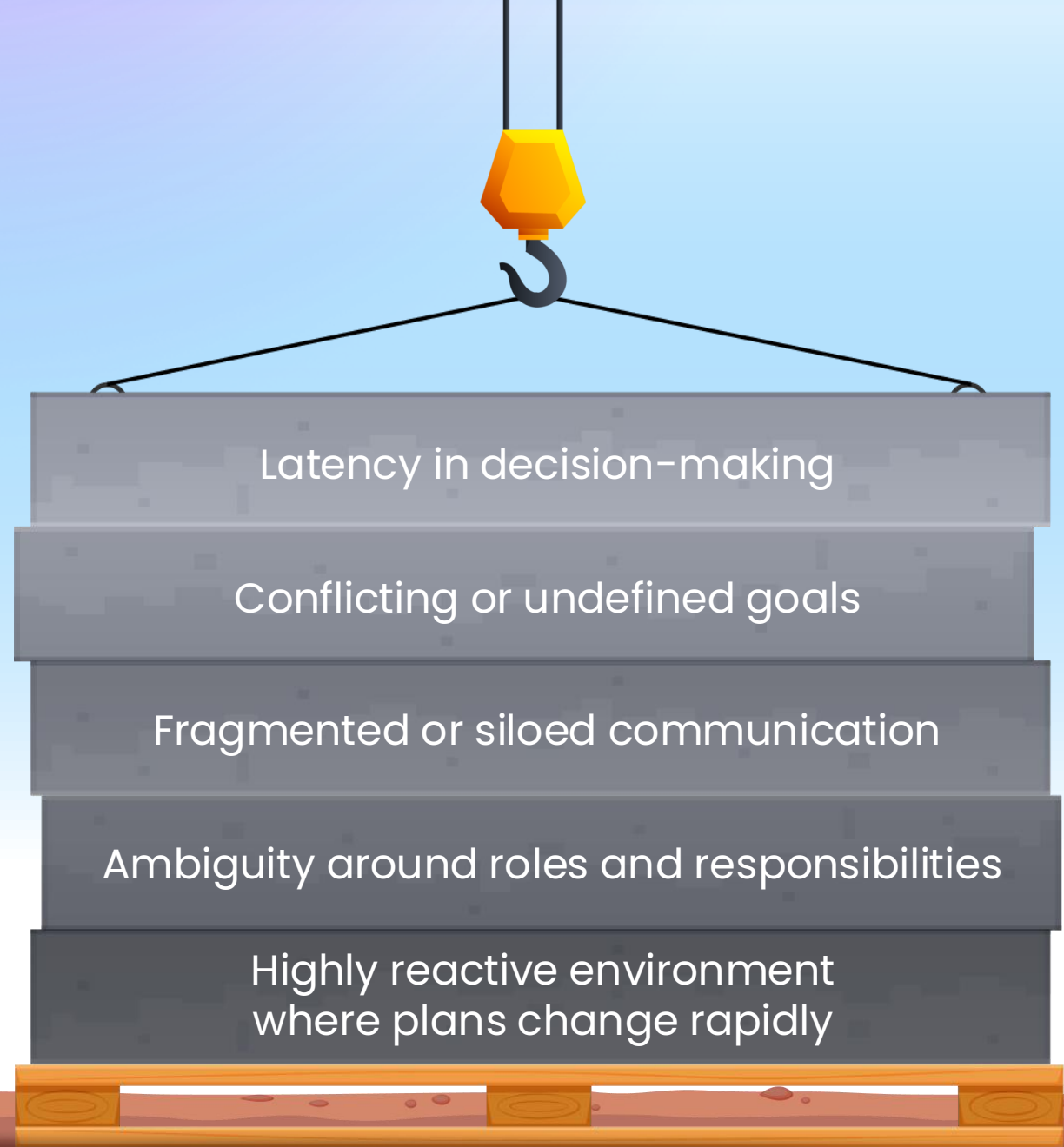


Executing Without a Blueprint:

The Messy Reality of Organizational Anarchy



Characteristics of Organizational Anarchy



Why does it happen?

Structural Causes

Flat hierarchies
Rapid expansions
Legacy systems

External Triggers

Market disruptions
Mergers and acquisitions
Leadership changes

Cultural Causes

Lack of accountability
Tolerance for ambiguity





WHY L&D NEEDS A BLUEPRINT

HAVING A BLUEPRINT HELPS L&D AVOID:

- Unplanned training delays or cancelations
- Unpredictable budget cuts
- Losing learning initiatives in the shuffle of strategic priorities
- Trainer burnout
- Learner disengagement

Red Flags L&D Practitioners Should Watch For



Frequent leadership or project ownership changes



Shifting performance expectations



Learners expressing confusion or disengagement



Lack of clear learning goals and/or KPIs

What signs of organizational anarchy have you noticed during a learning project?





STRATEGIES TO STABILIZE L&D AMIDST ANARCHY



1

ENSURE STABILITY

Instructional Stability

1. Prioritize core competencies in training
2. Tie back to durable skills such as communication, critical thinking, and adaptability
3. Avoid hyper-specific skills unless necessary

Non-Instructional Stability

1. Build relationships
2. Manage communication
3. Anticipate political moves

2

ESTABLISH INFRASTRUCTURE

Stakeholder Mapping

Identify and monitor who can block, enable, or influence L&D in your organization

Communication Plans

Scheduled communication updates to all stakeholders

Pulse Surveys

Quick feedback to stay aligned with shifting priorities

3

THE STRATEGIC L&D PROFESSIONAL

- Observe informal decision-makers
- Anticipate alliances and rifts
- Build multiple lines of communicate to survive leadership turnover
- Establish credibility by building a brand of responsiveness and reliability inside the organization

**Can you think of a time
when an unofficial
'influencer' helped or
hurt a learning initiative
in your workplace?**



Building a strong foundation



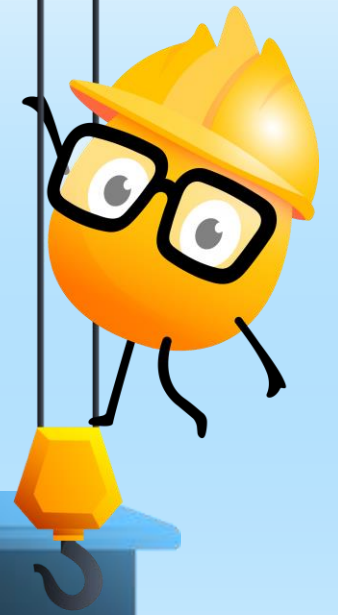
Flexibility

Clarity

Alignment

Engagement

Building Credibility



Consistent small wins

Stakeholder relationship
maintenance

Data storytelling

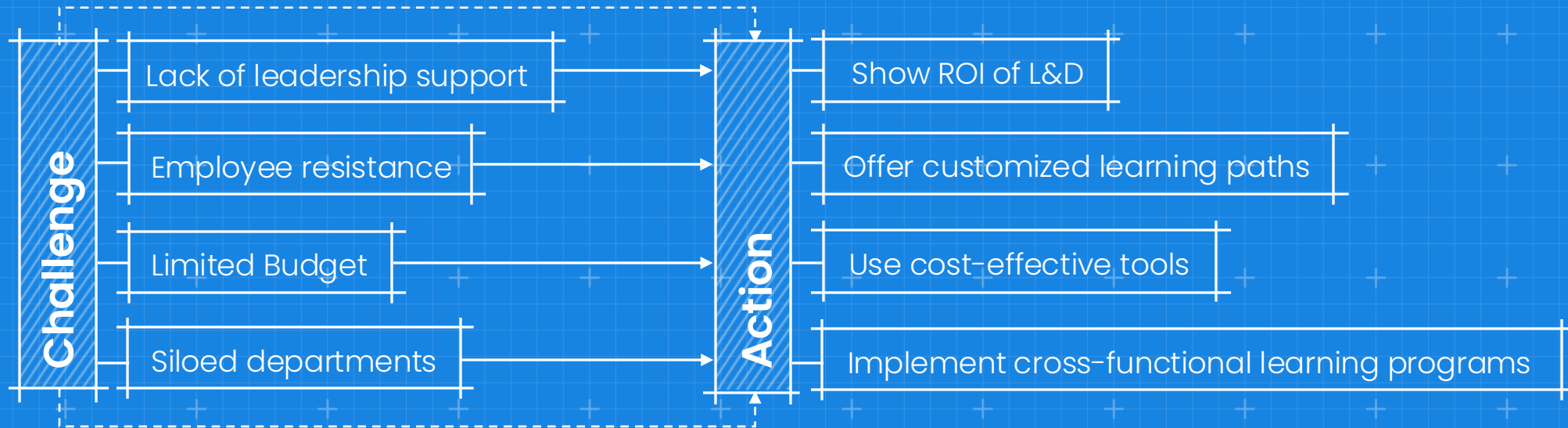
Flexibility

Clarity

Alignment

Engagement

BALANCE COMMON L&D CHALLENGES





CREATE AN ACTIONABLE PLAN

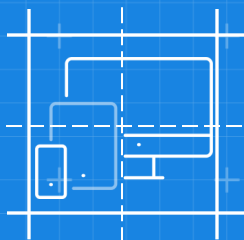
Survey the landscape

Begin by assessing the level of anarchy and identifying pockets of stability versus instability. This analysis lays the groundwork for building a case for incremental action.



SELECTING YOUR L&D TOOLS & STRATEGIES

Choose L&D strategies based on:



Available resources



Risk tolerance



Organizational goals

Lay the Foundation for New Initiatives

Publicize successes ----->

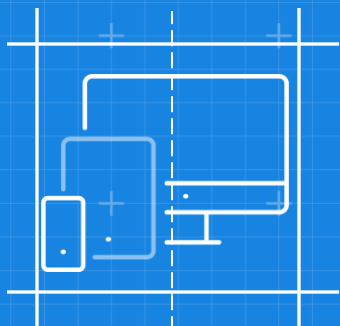
Iterate fast ----->

Quick feedback loops ----->

Small-scale testing ----->



SCALE IT UP

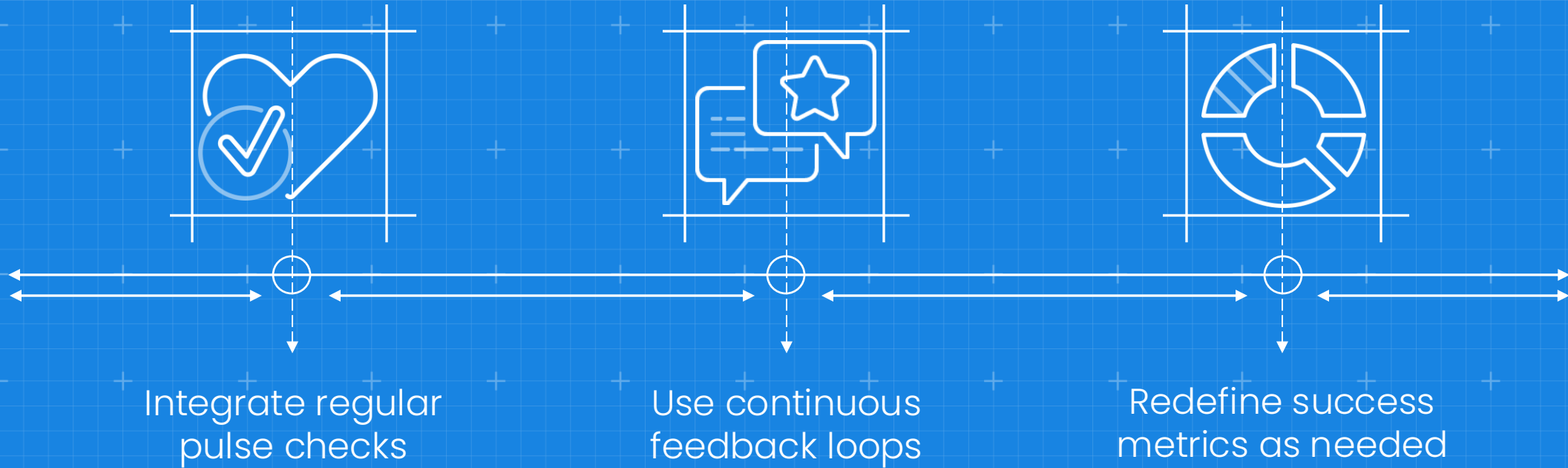


Build internal
partnerships

Layer programs
onto existing
structures

Be ready to pivot
or pause

EVALUATE & ADJUST





THANK YOU
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