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CREATING A LEARNING BLUEPRINT

Build Adaptable L&D at Scale

What's in this L&D resource?

Throughout this resource, you'll learn what organizational anarchy is, how to identify it, why it happens, and how having an L&D blueprint can prevent it from derailing your L&D program. We will also explore the role of Learning Management Systems (LMS) in scaling, delivering, measuring, and demonstrating the value of your L&D initiatives.

70%
of workers feel that their organization's L&D could be improved.

Association for Talent Development

Creating a Learning Blueprint: Build Adaptable L&D at Scale

The most successful Learning and Development (L&D) initiatives are resilient ones. Just as an architect makes a blueprint before building a new structure, an L&D team must make a detailed plan before launching a new learning initiative. That's where this Learning Blueprint guide from Litmos comes in handy.

If you're an L&D leader or individual contributor looking to develop a solid blueprint for building learning programs, you've come to the right place. Ready to develop an L&D strategy for your organization that can withstand **budget cuts**, **leadership transitions**, **economic downturns**, **rapid technological advances**, **mergers and acquisitions (M&E)** and **internal pushback**? Read on for tips and tools that will help you create an adaptable, sustainable, and scalable L&D program.
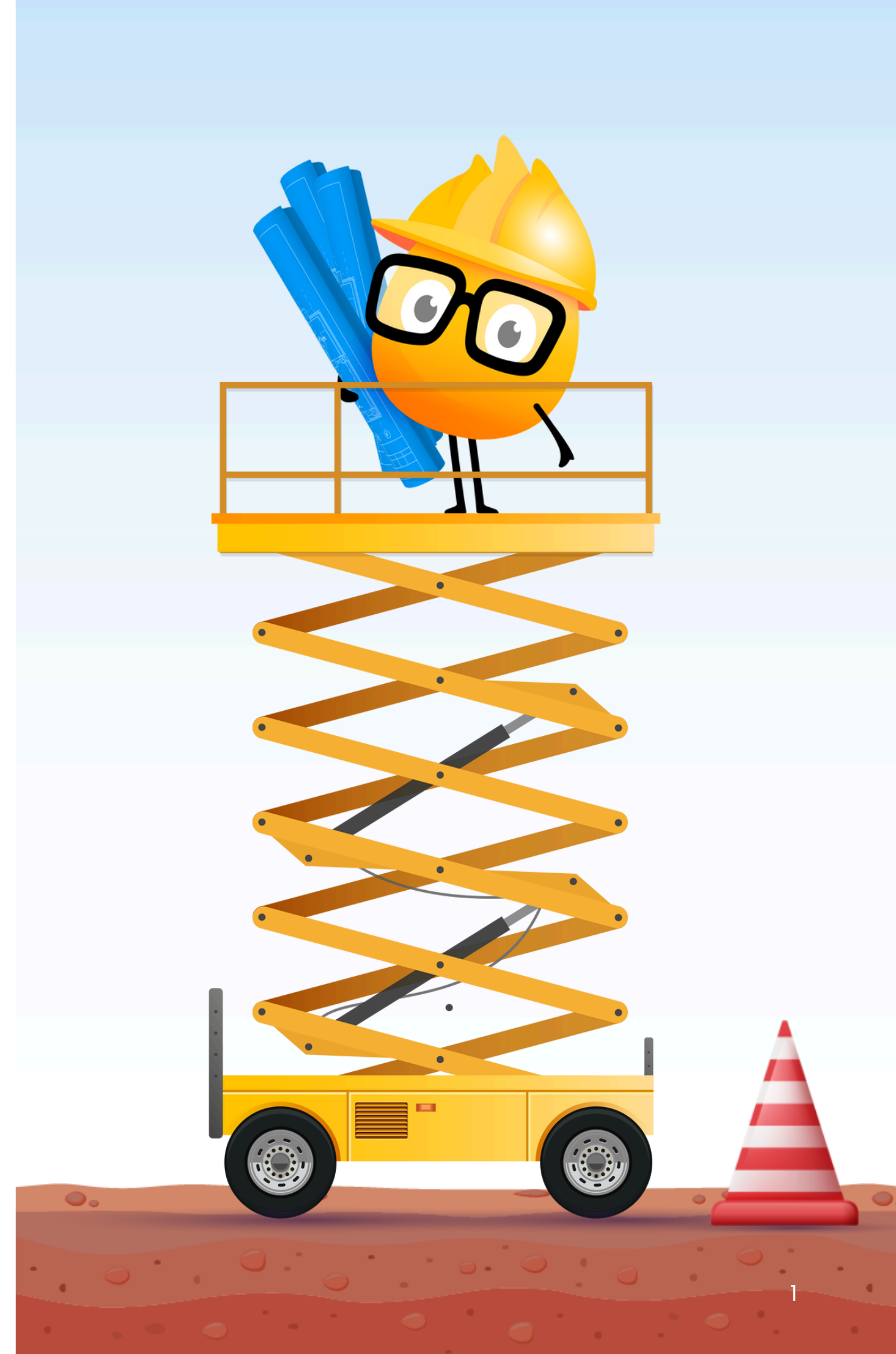
WHAT IS ORGANIZATIONAL ANARCHY?

The first step to developing a solid blueprint for learning is understanding the challenges that face your organization. While organizational change is a given for any industry, there is a tipping point at which change can become chaotic and overwhelming for L&D leaders. This level of disorganization and disarray is what Litmos Chief Learning Officer, Dr. Stefaniak calls "Organizational Anarchy." This resource will help L&D professionals navigate organizational anarchy through proven planning strategies and change management best practices.

How to spot organizational anarchy

Organizational anarchy can arise from a number of factors, both external and internal. Here are a few root causes of organizational anarchy:

External triggers

- Market disruptions such as the proliferation of emerging technologies or economic downturns, can introduce uncertainty and instability.

- Mergers and acquisitions (M&A) can cause major changes in organizational structure, leadership, culture, and strategy, which can lead to organizational chaos.

Cultural factors

- A company culture that lacks accountability can lead to poor performance, lower levels of trust among team members, and breakdowns in collaboration, diminishing a company's ability to adapt and thrive in the face of change.

- Roles and objectives are often unclear in companies that have a high tolerance for ambiguity. This uncertainty can create confusion among employees and result in a lack of direction for the organization.

Structural causes

- Top-down decision-making can result in slow response times and a lack of employee empowerment.

- Rapid expansions can shift in priorities and cause problems with communication and alignment, as well as people and resource management.

- Reliance on legacy systems can make it harder to communicate, streamline processes, and fix data-based errors.
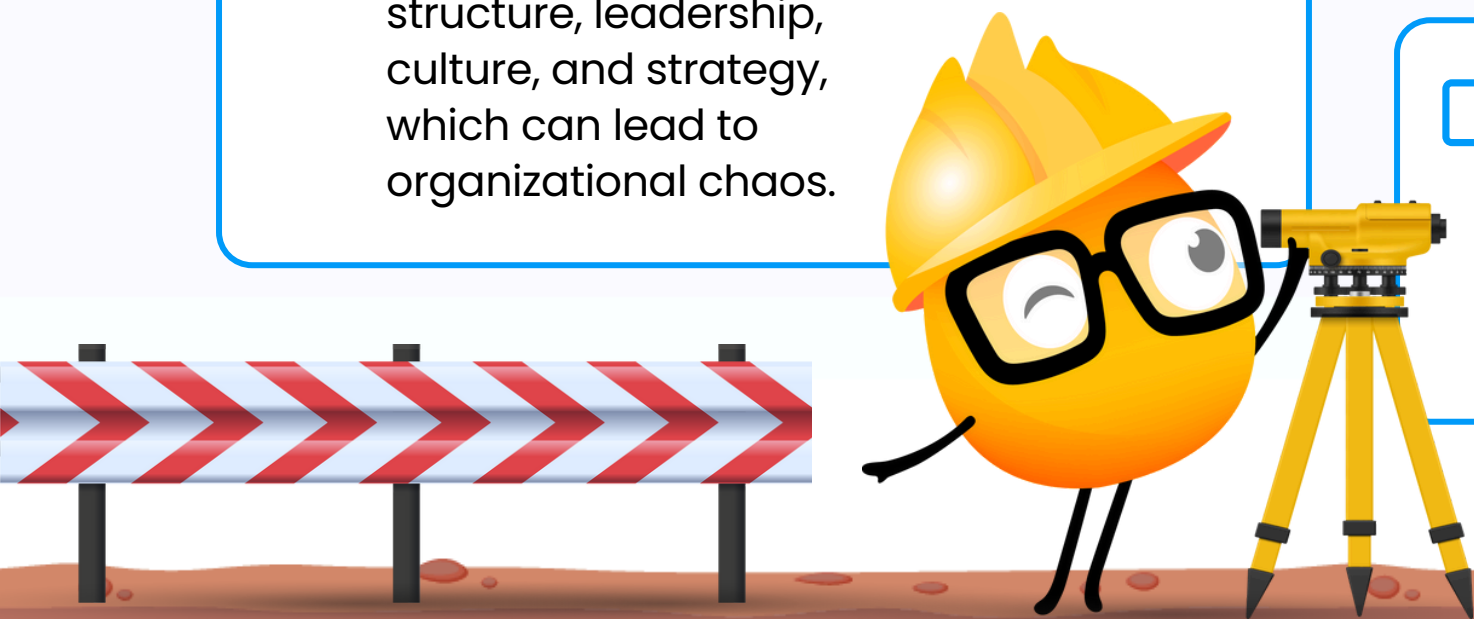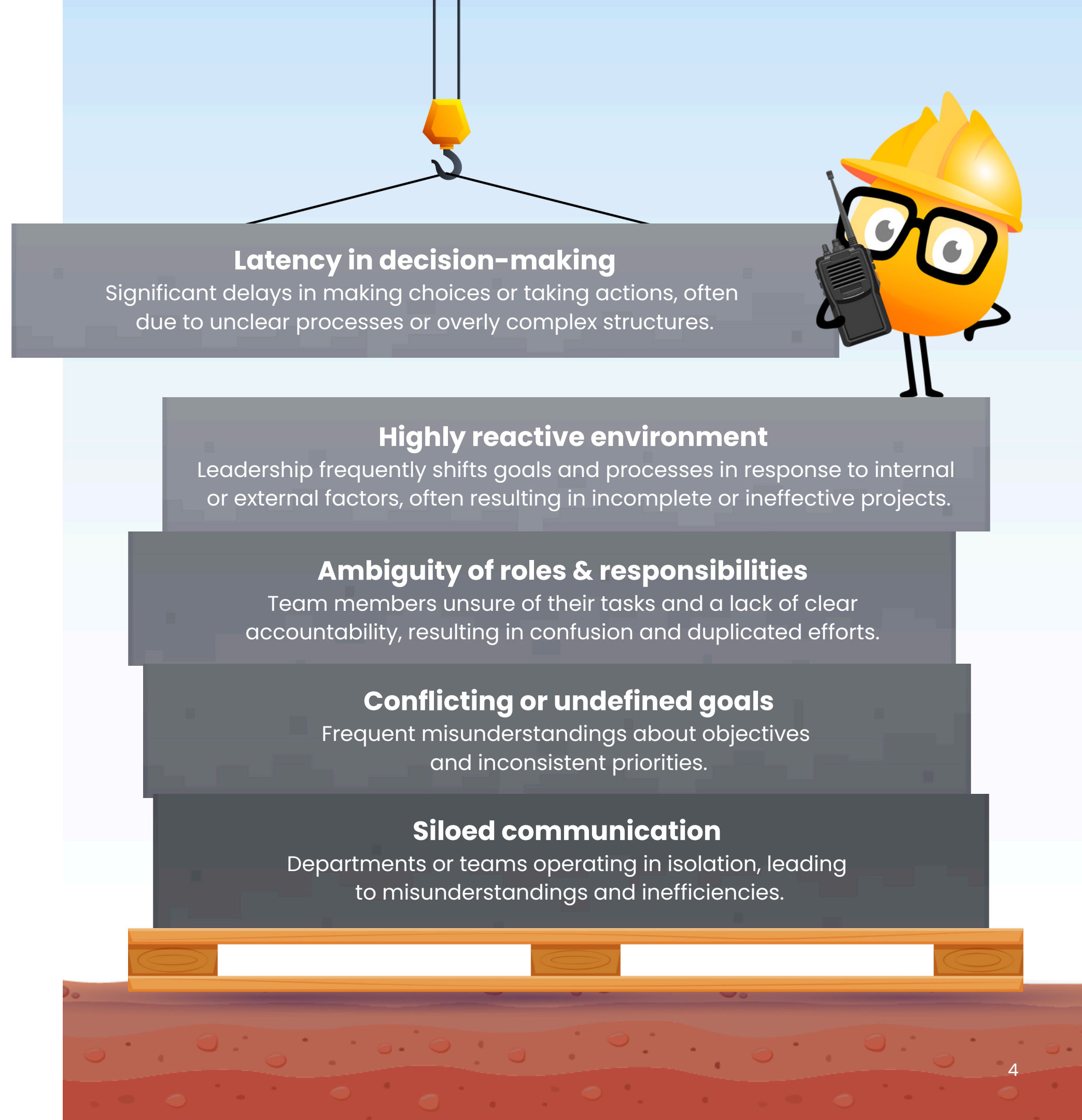
5 Signs of Organizational Anarchy

Every organization is different, and every organization faces some change or other throughout its tenure. How your organization addresses these common challenges is what matters.

Do you know the difference between a necessary disruption and organizational anarchy? **If your business is evolving or undergoing major changes, watch for these signs of organizational anarchy.**

Recognizing these five signs of organizational anarchy can help L&D leaders build appropriate stakeholder checkpoints and feedback mechanisms into their L&D blueprints, so that they can continuously address underlying organizational issues as they build and improve their L&D programs.

Latency in decision-making
Significant delays in making choices or taking actions, often due to unclear processes or overly complex structures.

Highly reactive environment
Leadership frequently shifts goals and processes in response to internal or external factors, often resulting in incomplete or ineffective projects.

Ambiguity of roles & responsibilities
Team members unsure of their tasks and a lack of clear accountability, resulting in confusion and duplicated efforts.

Conflicting or undefined goals
Frequent misunderstandings about objectives and inconsistent priorities.

Siloed communication
Departments or teams operating in isolation, leading to misunderstandings and inefficiencies.

WHY HAVE AN L&D BLUEPRINT?

As you can see, there are many ways that an organization can fall into organizational chaos. But it's not all bad news! Having a well-crafted learning & development (L&D) blueprint can keep your team and key organizational stakeholders on track to building an unshakeable foundation of workplace learning. During times of growth or transformation, having a strategic plan in place can help learning leaders navigate uncertainty while driving sustainable growth.

5 Benefits of having a L&D blueprint

Explaining training and development strategies to colleagues outside of L&D can be challenging. That's why this list of L&D blueprint benefits can help keep discussions with key stakeholders on track. If you're planning on having tough conversations about investment in L&D, keep this list handy and consider sharing it with key decision-makers in your organization.

1

Fewer training delays

Unplanned training delays can leave employees without the skills they need and can create confusion in the workplace. A strong L&D blueprint helps keep training on schedule by organizing how and when learning happens. Having a consistent approach to L&D strategy across your organization, with buy-in from cross-functional stakeholders, can help integrate learning into the flow of work, fostering stability and preparedness within the organization.

2

Better budget allocation

A comprehensive L&D blueprint can help teams work together to set priorities and allocate resources in a way that maximizes impact, even with financial constraints. By aligning learning initiatives with key performance indicators (KPIs) and strategic goals, L&D teams can justify their value while continuing to contribute to the organization's business goals – regardless of budgetary changes.

3

Reinforces learning as an organizational priority

Losing learning initiatives in the shuffle of strategic priorities can leave employees without the necessary tools and knowledge to adapt during times of change. An L&D blueprint helps integrate learning goals into the broader organizational strategy, ensuring that skill development remains a central focus. This alignment maintains productivity by empowering employees to contribute effectively during transitions or periods of uncertainty.

4

Reduces trainer burnout

Burnout is a significant risk for trainers and instructional designers during times of change. Limited planning can overburden those responsible for facilitating learning. By creating a well-defined L&D blueprint, organizations can balance workloads and provide trainers with the support they need to thrive. This not only enhances the quality of training delivery but also reduces instructor churn and maintains the continuity and quality of key learning programs.

5

Drives learner engagement

Many employees disengage during times of organizational change. Poorly designed or inconsistent training programs can exacerbate this issue, while contributing to a sense confusion and inefficiency within the organization. An L&D blueprint combats this by establishing clear objectives, feedback mechanisms, and more resonant employee learning experiences. By providing relevant and cohesive employee learning experiences, organizations can combat disengagement and foster a thriving culture of learning.

These 5 critical benefits should motivate leaders to prioritize planning in L&D.

Reinforce these benefits with your team and collaborators as you create your L&D blueprint, to ensure that learning remains at the core of your company culture, regardless of any changes ahead.

HOW TO BUILD AN L&D BLUEPRINT

We know that organizational anarchy has many root causes. Some parallel common Learning and Development (L&D) challenges, including misaligned training programs, lack of employee engagement, and insufficient resources. By taking proactive measures to develop an L&D blueprint, you can prepare your organization to navigate L&D obstacles while building effective, adaptable learning programs.

Dr. Jill Stefaniak's 9 Tips for creating an effective L&D blueprint

If you've made it this far, you probably already understand why having an L&D blueprint is critical for managing organizational change. But how can you get started? Here are 9 key tips from Litmos Chief Learning Officer, Dr. Jill Stefaniak for defining a sustainable yet adaptable L&D strategy.

Use empathetic design & agile learning
Designing with learners in mind can help you create learning experiences that are relevant and engaging, even in unpredictable environments.

Focus on flexibility, clarity, & alignment
Maintain engagement throughout and beyond the planning stage to ensure that your blueprint continues to reflect organizational goals while meeting learner needs.

Build a brand of responsiveness & reliability
By prioritizing responsiveness and consistency in your L&D programs, your team can keep training more relevant and credible, improving the reputation of your brand as an employer and industry leader.

Pilot small learning initiatives before iterating
Small-scale testing, quick feedback loops, and fast iteration are key strategies for laying the foundation of new L&D initiatives. Start with pilot programs to gather insights, then make data-driven improvements before scaling up.

Align learning goals with KPIs & annual performance reviews
Aligning learning goals with key performance indicators (KPIs) and annual performance reviews ensures that L&D programs are directly tied to business outcomes. Dr. Stefaniak suggests using these data points, as well as effective communication and feedback mechanisms, to adapt to organizational changes.

Build relationships through transparent communication

Effective communication and relationship-building are crucial for the success of any L&D program.

Reinforce learning with instructional & non-instructional approaches

Non-instructional methods for L&D reinforcement could include mentoring, coaching, or on-the-job training. Having both modes of reinforcement can stabilize your L&D program against unforeseen barriers to either.

Focus on core competencies & durable skills

These are more likely to remain relevant over time and are essential for long-term success. By prioritizing core competencies and durable skills, you can build a workforce that's adaptable and resilient, regardless of any big technological or economic shifts.
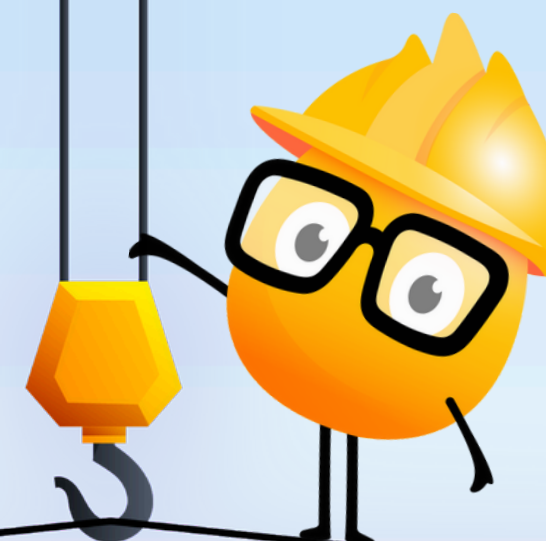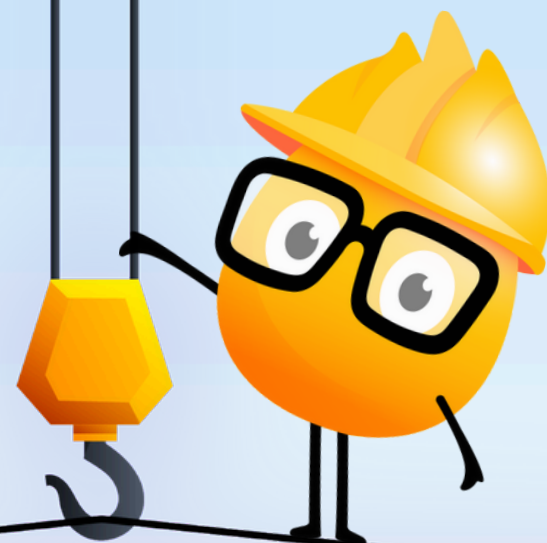
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> *Regular updates and transparent communication can help build trust and support throughout L&D planning and execution. However, communication shouldn't be top-down. Make sure you're building feedback mechanisms into your L&D programs, so that your team regularly hears from learners and managers. This can help you make timely adjustments and ensure that your L&D programs remain relevant.*
>
> **Dr. Jill Stefaniak**
> *Litmos Chief Learning Officer*

Anticipate political moves

Much like getting permits for construction, getting buy-in for executing a new learning initiative often requires some political maneuvering. Most L&D leaders will need to know who to talk to about their project and what kind of metrics will get that person on board for approving their L&D intiative. Dr. Stefaniak advises taking two steps for L&D to effectively navigate internal politics:

Step 1: Anticipate political moves within the organization. Understanding internal dynamics and power structures can help you navigate potential challenges and secure the necessary support for your L&D initiatives.

Step 2: Identify and engage informal decision-makers. These informal decision-makers, paired with strategic alliances, can play a crucial role in the success of L&D initiatives. Dr. Stefaniak advises identifying and engaging these individuals to build a network of support.
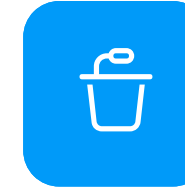
> "
>
> *It's important to observe who informal decision makers are and to anticipate alliances. Alternatively, you have to consider which decision makers are at risk of detracting. Building relationships with those influencers who are already on your side is one way to begin diffusing support for L&D throughout the organization.*
>
> **Dr. Jill Stefaniak**
> *Litmos Chief Learning Officer*

SELECTING L&D TOOLS & STRATEGIES

Technology can sometimes complicate already ambiguous workplace projects. In the case of L&D, streamlining the tools you use and providing equal access to learning solutions can help keep teams on track, regardless of unexpected roadblocks. A centralized AI-powered LMS can keep anarchy at bay by providing a number of benefits, but only if you choose your tools with these priorities in mind:

Your organization's available resources

Your organization's risk tolerance

Your organization's goals

Assess Your L&D Toolbox

To build stronger, more adaptable L&D program, you'll need the right tools! This starts with choosing a learning management system that aligns with your available resources, risk tolerance, organizational goals.

Create a wishlist

Is your LMS equipped to help your team execute its L&D blueprint? Review or download this LMS Toolbox Wishlist to see how your LMS stacks up.
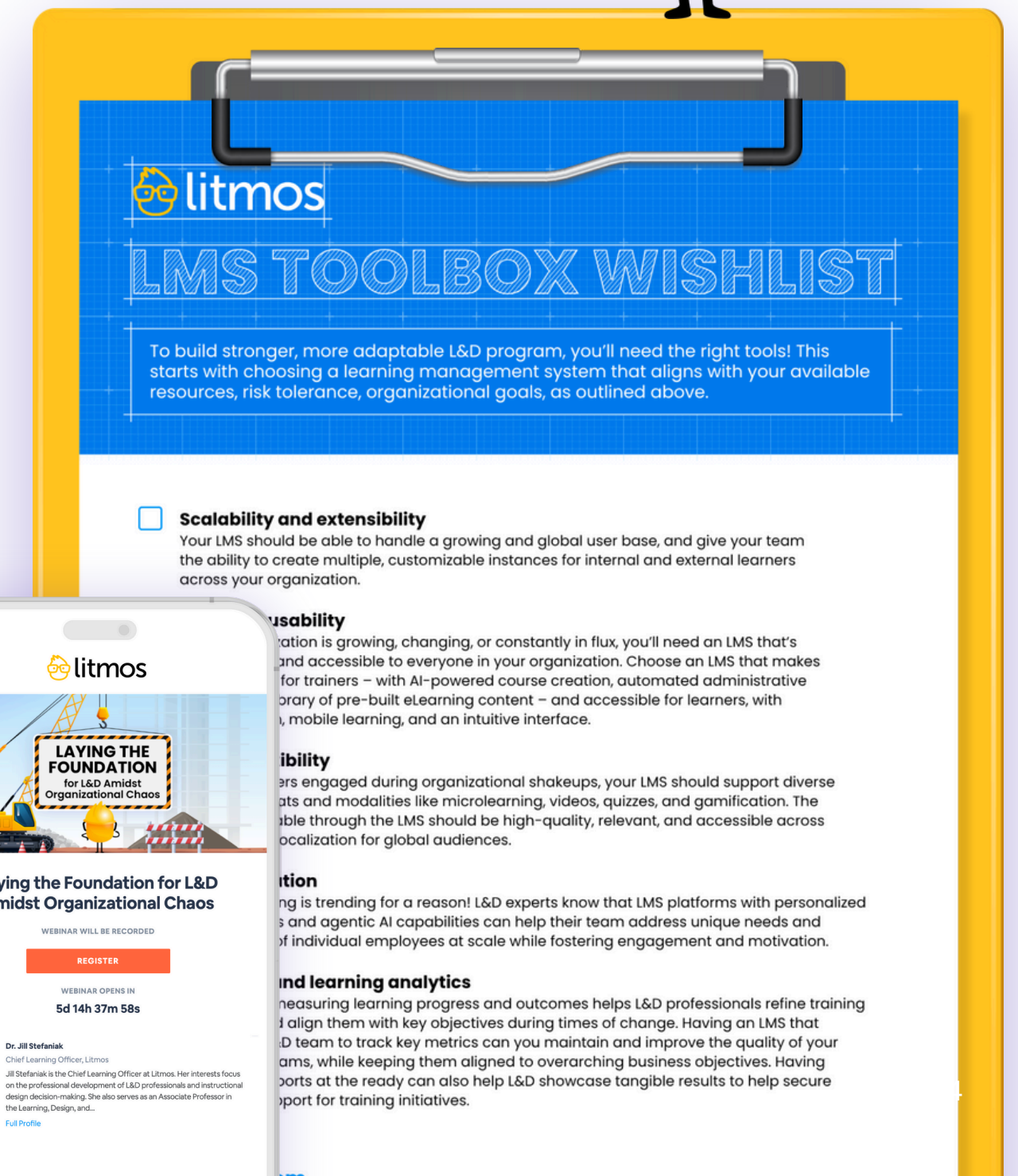
Download the wishlist

Webinar: *Laying the Foundation for L&D Amidst Organizational Chaos.*

Take the next steps toward building your blueprint for resilient, adaptable training.
In this webinar, Dr. Jill Stefaniak explores:

1. How L&D can identify organizational anarchy and its impact.
2. The best instructional and non-instructional approaches for stabilizing L&D programs.
3. Strategies for applying the elements of an L&D blueprint.

By the end of this session, you'll be inspired and equipped with practical strategies to create a blueprint for L&D that can withstand volatility and drive sustainable learning outcomes in your organization.

Watch the webinar

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LMS TOOLBOX WISHLIST

To build stronger, more adaptable L&D program, you'll need the right tools! This starts with choosing a learning management system that aligns with your available resources, risk tolerance, organizational goals, as outlined above.

☐ **Scalability and extensibility**
Your LMS should be able to handle a growing and global user base, and give your team the ability to create multiple, customizable instances for internal and external learners across your organization.

...usability
...ation is growing, changing, or constantly in flux, you'll need an LMS that's ...and accessible to everyone in your organization. Choose an LMS that makes ...for trainers – with AI-powered course creation, automated administrative ...rary of pre-built eLearning content – and accessible for learners, with ..., mobile learning, and an intuitive interface.

...bility
...rs engaged during organizational shakeups, your LMS should support diverse ...ats and modalities like microlearning, videos, quizzes, and gamification. The ...ble through the LMS should be high-quality, relevant, and accessible across ...ocalization for global audiences.

...tion
...ng is trending for a reason! L&D experts know that LMS platforms with personalized ...s and agentic AI capabilities can help their team address unique needs and ...of individual employees at scale while fostering engagement and motivation.

...and learning analytics
...measuring learning progress and outcomes helps L&D professionals refine training ...align them with key objectives during times of change. Having an LMS that ...D team to track key metrics can you maintain and improve the quality of your ...ms, while keeping them aligned to overarching business objectives. Having ...orts at the ready can also help L&D showcase tangible results to help secure ...port for training initiatives.

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LAYING THE FOUNDATION
for L&D Amidst Organizational Chaos

Laying the Foundation for L&D Amidst Organizational Chaos

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5d 14h 37m 58s

Dr. Jill Stefaniak
Chief Learning Officer, Litmos
Jill Stefaniak is the Chief Learning Officer at Litmos. Her interests focus on the professional development of L&D professionals and instructional design decision-making. She also serves as an Associate Professor in the Learning, Design, and...

Full Profile

Scalable solutions for adaptable L&D

We hope that this resource has provided valuable insights and practical strategies to help you build a strong L&D foundation.

Streamlining the administration and management of training is a critical step toward building resilient and effective L&D programs. That's where Litmos comes in. While your team focuses future-proofing your L&D strategy, our AI-powered all-in-one Learning Management System handles the rest: from empowering admins with embedded AI authoring tools and award-winning off-the-shelf training courses, to providing learners with instant and personalized AI responses to time-sensitive training questions, our easiest to use LMS has learning covered for everyone in your organization!

To see how Litmos LMS can help you scale, deliver, measure, and demonstrate the value of your L&D initiatives, start your free trial today.

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