



ELM is an interactive design consulting firm that uses neurolearning methodology to help corporations develop innovative learning experiences

Business Needs Analysis For Business Aligned Learning Solutions

How do you collect data for making decisions about learning solutions? Do you have a method for ensuring your learning solutions are aligned with business needs and have measurable outcomes? What kinds of conversation drives deep understanding of how to make the best recommendation for a learning solution?

The most effective and highest impact learning solutions focus on business needs, performance requirements and measurable results. It starts with a discovery-based discussion that uncovers the business issue and the role learning has in helping the business achieve its goals. This form guides the discussion for collecting the data you need to make a recommendation for a business-focused, high impact learning solution.

BUSINESS DRIVER

What business circumstance is occurring that calls for a learning solution? *(Sales are declining, business is growing, roles are changing, satisfaction scores are declining, new products and services, process change, gaps in performance expectations, etc.)*

BUSINESS IMPACT

Describe the impact the circumstance is having on the business.

TARGET AUDIENCE

Who are the people in the business expected to impact the business circumstances?

BEHAVIOR OR SKILL

Name the behaviors and skills required to be successful in addressing the business circumstances.

PERFORMANCE CHANGE

Describe the desired change in employee performance. What are the observable differences in employee performance? What will be different?

BUSINESS REQUIREMENTS

Describe specific business needs for the learning solution (*accessible 24/7, on-demand, simulation, role play, delivered by a certain date, multiple languages, mobile friendly, etc.*).

IMPACT MEASUREMENT

Describe how the learning solution's impact on business results and employee performance will be measured. What is the evidence that the desired business or performance outcomes have been achieved? What will be different?

POTENTIAL BARRIERS

What threatens the learning solution from being successful in addressing business needs?

STRATEGIC ALIGNMENT

What strategic business goals will this learning solution support? (*Business growth, market expansion, effective leadership, client engagement, business performance, innovation, etc.*)

KEY STAKEHOLDERS

Who has a vested interest in a successful outcome?

Additional Information About The Business

CIRCUMSTANCE:

INTERVIEWEE:

TITLE AND ROLE:

FORM CREATED BY:

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DESIGNED BY:

eLearning Mind (ELM)