

# 5

## Critical Elements of a Robust Learning Ecosystem

1

### People



Who uses the ecosystem?  
Who administers the system?  
Who manages the content?  
Who champions the system?

2

### Technology



What LMS or LXP is best for us?  
What interactive, web conference platform should we use?  
What hardware, software, and accessories will learners need?

3

### Culture



What cultural norms support independent learning?  
Which norms work against it?  
What cultural shifts must be initiated?

4

### Strategy



How does the ecosystem support corporate strategies?  
What is the best blend of synchronous and asynchronous?  
How will we demonstrate effectiveness?

5

### Content



Who curates the vendor-purchased content for independent learning?  
Who curates the knowledge base for critical functions?  
Who owns the process of updating content?  
What templates, style guides, and design principles will we adopt?



# 4

## Keys to Learner Engagement and Collaboration

1

### Choice



How can we use adaptive learning?  
How will we use assessments?  
How can we support personal development journeys?

2

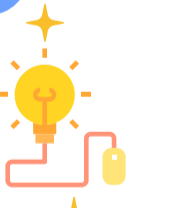
### Involvement



How do we assess learners' needs?  
How do we gain learner "buy-in?"  
How do we communicate, "You matter?"  
How will we create engagement?

3

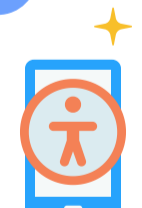
### Relevance



How do we ensure timeliness of the learning delivery?  
How will we measure the effectiveness of the ecosystem?  
How can we ensure inclusivity (role, gender, race/ethnicity, etc.)?

4

### Accessibility



How can we make the ecosystem accessible to all?  
How will we factor in job location (remote, onsite, field, etc.)?  
How will we adapt the learning journey for those with disabilities?

