



Building Your Learning Journey

Develop leaders with customized learning experiences that are connected to your business

Development is not a one-time event. It's a journey filled with learning experiences, both formal and informal, in which individuals face challenges that help them grow with time. A Learning Journey is a unique plan that is founded on the challenges facing your organization and the most critical things leaders must do to achieve business success in the future.

Designed for groups, cohorts, or communities of leaders, a Learning Journey takes place over time and incorporates a strategic mix of well-designed learning methods intended to meet the needs of today's learner, while also meeting the needs of the business. It begins with a review of relevant organizational and assessment data, the business drivers, and the target audience's development gaps. This information is used as the starting point for designing the Learning Journey.



According to the Global Leadership Forecast companies who use learning journeys (compared to those not) are 3.4 times more likely to have high-caliber leadership development in the eyes of leaders, 2.9 times more likely to have high leadership strength, and 2.5 times more likely to be financially successful.

The Benefits

- Ensures alignment between development solutions and your organization's strategies.
- Fuels more rapid return on your investment in leadership development as broad and deep learning takes place for all participants.
- Spans boundaries, promoting networking and relationship-building.
- Balances the perspectives of business, role, and self to ensure developmental impact for individuals as well as transformation of the organization.
- Produces new perspectives, self-awareness and insight, and a common leadership language.
- Accelerates the development of a group of leaders.

Designing the Journey

DDI utilizes a collaborative design process to create a unique Learning Journey for your leaders and your organization. In working sessions, key stakeholders, program managers, and a DDI consultant work together to design a Learning Journey based on your business needs.

Step 1

Organizational Landscape Exploration

Stakeholders and design experts engage in fact-finding to:

- **Understand Your Business:** Key strategic priorities for the organization, competitive challenges, cultural issues, leadership competencies, objectives and benefits of the program, expected challenges and barriers, and the support leaders need to make the journey a success.
- **Analyze the Audience:** Development gaps for the target audience, past development experiences, and the level of mastery required.
- **Confirm Parameters:** Timings for the initiative, audience size, delivery modalities (e.g., instructor-led, virtual, and web-based options), alignment with other systems and processes, and customization and budget requirements.

Step 2

Configuration Framework

- Identify the red thread or theme, based on the organizational landscape discussion that ties all aspects of the Learning Journey to the desired outcome.
- Review existing content and components that can be included in the journey.
- Examine the implications of incorporating new design elements into existing talent management and development initiatives. New learning components from DDI's Interaction Management® and Business Impact Leadership® are explored, including:
 - **Formal Learning:** Traditional and virtual classroom courses, web-based training, and microcourses, along with knowledge gained through reading, webinars, and other sources of information.
 - **Informal Learning:** Activities that are incorporated before, during, or after formal development. These activities include learning from others and learning from on-the-job experience. Many learning activities fall into this category, including:
 - Development Accelerators (self-directed and group activities)
 - Simulations and games
 - Executive speakers
 - Social media options
 - Peer learning groups
 - Virtual or in-person sessions
 - Mobile learning and reinforcement
 - Lunch'n'Learns, Network Cafes
 - On-the-job experiences and practice
 - New content to extend learning
 - Manager meetings
- **Diagnostics:** Initial assessments (group and individual) before or after the formal learning component. Activities in this category can be used to evaluate the effectiveness and impact of a Learning Journey. Diagnostic tools include:
 - Self-assessments to promote learning insight.
 - Feedback surveys around critical skills.
 - Behavioral assessments.

Step 3

Learning Journey Design and Wrap-Up

- Collaboratively create a design map of the journey based on the components and time frames, including how and when the leaders of the learners will be involved.
- Collect metrics and leverage this data to demonstrate the program's impact on the business. Standard measurement is available with DDI leadership development programs. Additional options are available.
- Estimate the appropriate level of project management needed for implementation.
- Discuss next steps and accountabilities.

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