

“Leave No Employee Behind” - The Latest In Adult Learning

Taking a lesson from the popularized “leave no child behind” thrust in general education today, the best organizations acknowledge that they depend on *all* of their employees’ applying skills and staying current with the newest knowledge and the newest technology. Companies require that their employees know it now and apply it now. Can organizations actually affect this reality from *all* levels of employees? Yes they can – with creative and focused approaches to keeping all employees engaged in learning and offering them options to catch up, review and re-learn at the click of a mouse – especially *after* the classroom training is done.

The Revolving Door

What competitive organizations are doing is to better manage organizational learning during this time of constantly changing staff and ever-updating demands upon that staff. Retaining the training, which has been learned, will continue to be the ever-present challenges of corporate educators because even as classroom options are the foundations to good corporate learning, they still require e-back-up and other just-in-time options to assist the best organizations to compete successfully, despite staff level ability or staff level fluctuations.

To accomplish staying power for all learners, organizations are re-using and mixing tools that corporate learners, going forward, will come to expect. In fact, in the long run, combination-learning support is providing companies with the best long-term resource and training allocation solution. Offering employees the added assistance of self-managed learning as either a back up to classroom learning or as an added value up-date to learning – makes a lot of sense. Combining training approaches improves the overall cost in performance and the on-going application of all future training plans. It is the expected next-step that will insure employee accuracy and expected work delivery.

There are so many alternatives that organizations are adding to embellish and to affirm classroom led instruction. For example, there are learning cohorts, coaching, mentoring, and blended learning. The latter is resonating with the training community at large and is generally defined as a combination of instructor-led classroom training and online course participation that is either self-managed by the employee or is guided by an instructor, or both.

The Whole System Model

It all boils down to devising and implementing the organizational learning strategy that includes reminder alternatives imbedded into classroom training. Including a best-fit model is becoming the driving force behind effectively managing organizational learning. By being strategic, being flexible and using a series of learning alternatives, an organization can cover more aspects of its participant population’s needs. When a company utilizes the “whole system model” it considers its entire employee education system as a “whole” and emerging is its (own) model – considering its corporate culture,

its internal capabilities, its stakeholder expectations and most importantly, its learners' needs. Such companies are realizing noted value through training that continuously effects its bottom-line - positively. By blending all of the (whole system) factors, organizations are covering adult learning bases by offering them constant practical follow-up solutions that support each new learning experience.

In doing so, best practice corporations will "leave no employee behind" and prove that it can be done.

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