

Top 10 Learning Tips

Key Learnings from Cornerstone client Organic Valley

1 Identify Top Requirements

Create a list of your requirements and be able to distinguish “must have” vs. “nice to have”.

2 Consider Your Methodology

Come up with a philosophy for how you will run the learning program. Organic Valley uses:

Engage – Make it cool

Empower – Make it easy

Educate – Make it relevant

3 Establish Success Metrics

How will you know if the project is a success? Take a snapshot of any learning metrics you have before roll-out and create desired project success metrics. Track data over time and share it with key stakeholders.

4 Create a Destination

Give the learning portal a clever name that is connected to your company culture. Organic Valley branded their portal “The Tool Shed”.

5 Keep it Simple

Go live with a portal that is simple and easy to use. A complicated system will discourage adoption. Leave room for improvement and be open to feedback.

6 Offer Variety of Content

Think about what content is popular. Go beyond compliance and offer courses people want to take.

7 Customize Your Portal

IT is busy, and you don't want to wait in their support queue. Be sure you can create a customized user experience on your own.

8 Provide Manager Training

Offer a curriculum and/or leadership development classes to coach managers and executives on how to succeed as a leader.

9 Prioritize Employee Development

Use Cornerstone to close skill gaps. HR can help by creating a simple manager guide with questions to ask before and after the course is completed, improving likelihood that what is learned will be applied on the job.

10 Provide Follow-up Material

People retain information better when there is follow-up. Identify key competencies and send additional learning material and refreshers at regular intervals.