



The Sorting Hat of Corporate Learning: Finding Out Your Organization's Digital Learning Type

Tools for aligning & executing across functions

sumtotal[®] 

Today's Presenters



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ALL FIRMS ARE TECH FIRMS

#transformation



Automation

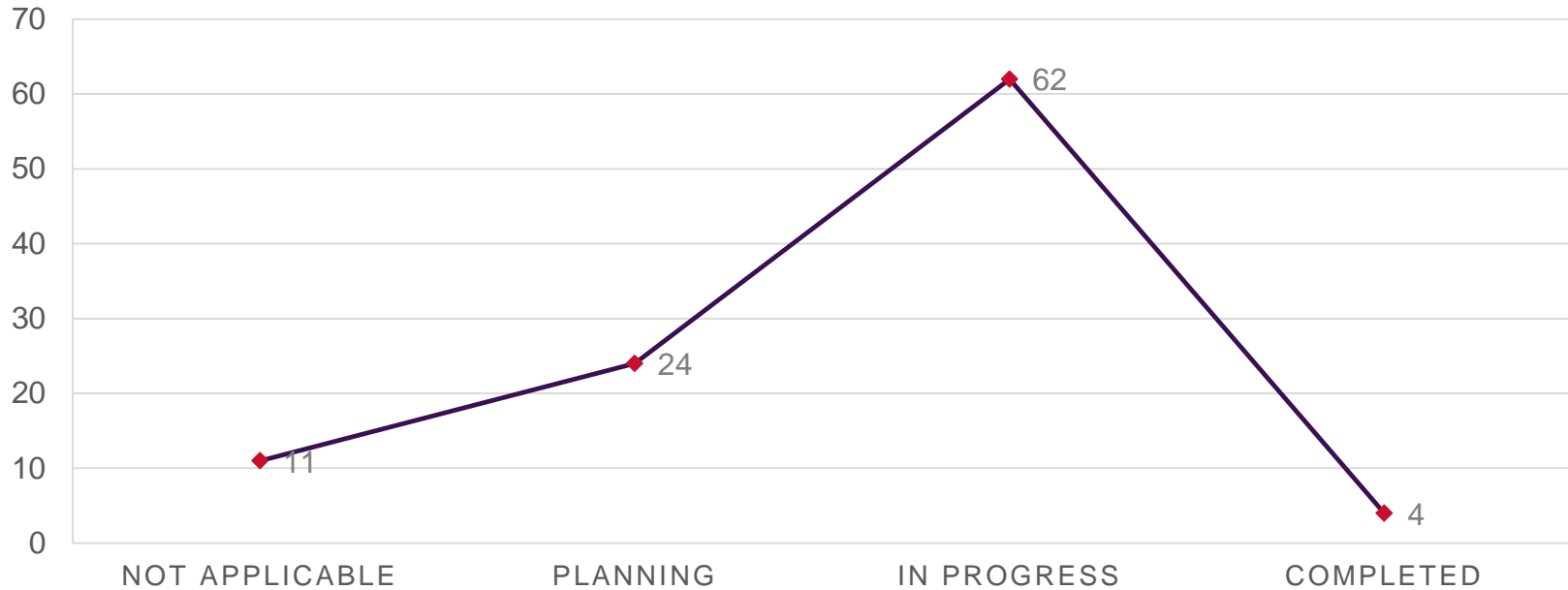
HR

Technology

Talent

User Experience

Where is Your Organization in its Digital Transformation Journey of HR?



Talent Development is #1 Priority

Executives

Invest in cross-functional projects to build relationships and drive impact across the business

CHRO's

Invest in HR Technology to advance talent development across the business.

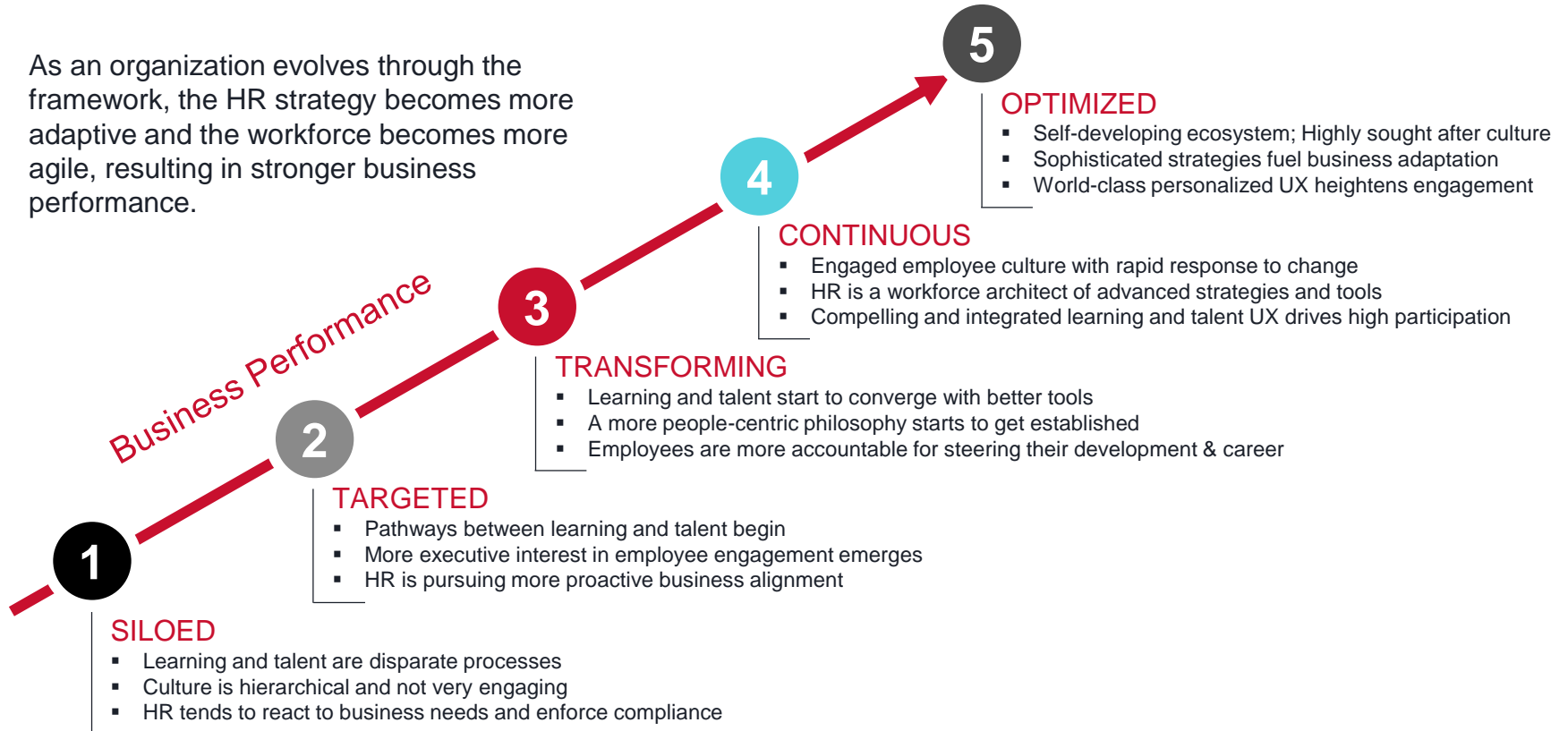
Organizational Maturity Index

How to make 2020 a Transformational Year



The Five Stages of Maturity

As an organization evolves through the framework, the HR strategy becomes more adaptive and the workforce becomes more agile, resulting in stronger business performance.



Nine Essential Indicators



People-Centric Culture **2.2**



HR's Role & People Strategy **1.9**



Governance **1.9**



User Experience **1.6**



Technology Infrastructure **2.2**



Funding **2.0**



Organizational Alignment & Curation Strategy **1.8**



Elective Participation **1.3**



Reporting & Measurement **1.4**

1.84

What if I Only Need a “Pulse Check”?



Digital Learning Type Test

The Type Test is a pulse check or simple starting point.

Report Includes:

- Digital Learning Type
- Type Benchmarks by vertical & company size
- Strengths & Cautions of the Type
- 3 Recommended Next Steps unique to each Type with Transitional Calls to Action embedded

THE
ART
OF THE
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OMI Diagnostic

The OMI Diagnostic is a digital learning transformation strategy framework.

Report Includes:

- OMI Stage Results (current state)
- Recommended Target Stage for each of the 9 Indicators of maturity
- Prescriptions for advancing each Indicator to the next stage of maturity



The Digital Learning Type Test

Three Main Areas of Focus:

- Priority of common digital challenges?
- Content & Platform current environment?
- Info for benchmarking

What Your Buyer Gets:

- Benchmarks by vertical & size
- Digital Learning Type
- Strengths & Cautions of the Type
- 3 Recommended Next Steps
- Shareable Report

2-3 min Digital
Experience

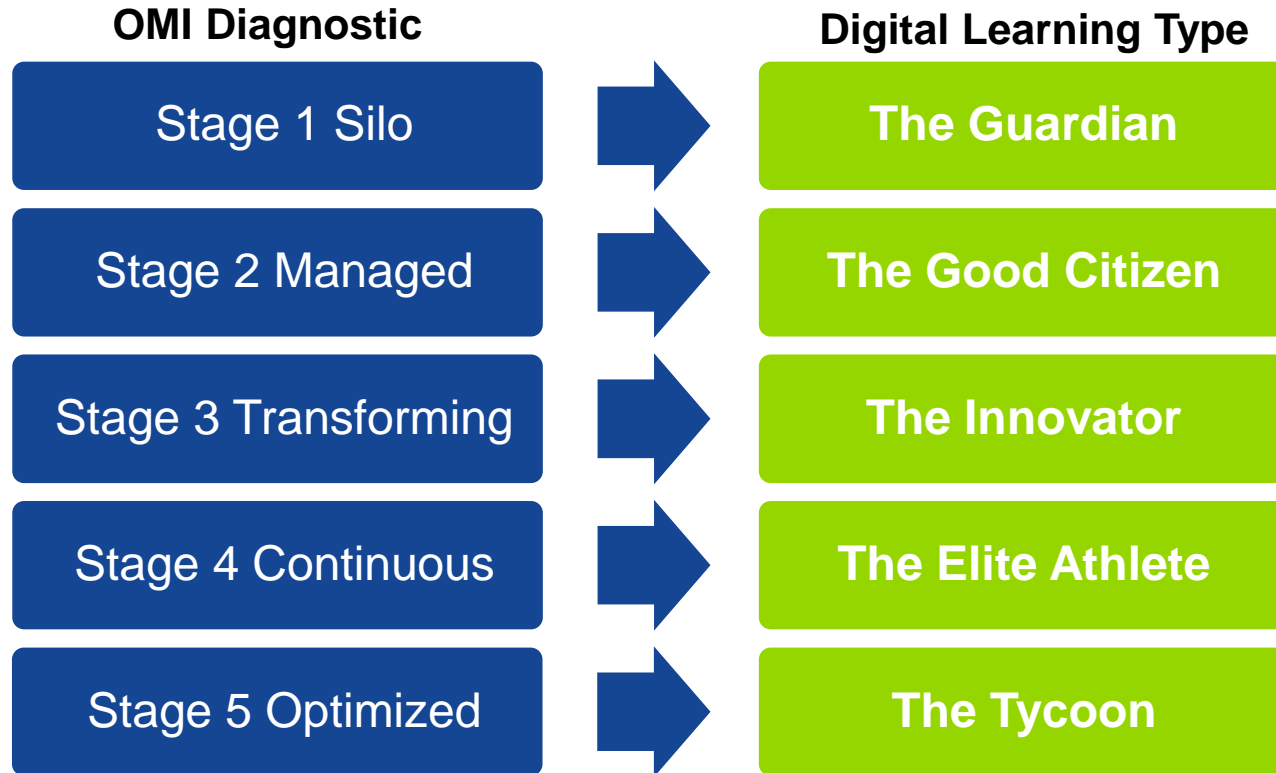
Pulse Check

5 OMI Indicators
Evaluated

10 Questions

5 Types

What's Your Type?



The Enabling Tools

The Digital Learning Type Test

Alignment Content Options Tech Environment

Strategic Alignment	Variety	Learning Tech Stack
Digital Learning Adoption	Curation Strategy	Access Points
Agile Decision-making	Custom Content Ratio	Data Mastery

■ Guardian ■ Good Citizen ■ Innovator ■ Athlete ■

skillsoft⁺ Discover Your Organization's Digital Learning Type

Your organization is most like a...

Innovator

14% of organizations studied in Chemical Industry are Innovator

82% of organizations studied with a size of \$500k-\$999 are Innovator

The innovator's growth culture focuses on strengthening workforce alignment to critical operational goals and meeting talent capabilities to meet key priorities with a new emphasis on modern learning technologies & tools (devices). Top leadership in your organization has experienced an exciting related to how workforce capability and skills can be a spring board to achieving better business outcomes. Success as an innovator requires an effective balance of middle management autonomy and executive support. Management understand and embrace their responsibilities of knowledge and of their teams. Information flow is more organic and transparent, which informs and empowers the workforce.

Strengths

- Curator strategy is a chief element. Subject matter experts and the L&D/CX team are highly collaborative and well-defined expertise for learning tech stack & devices and focus on strong user experience and best-in-class, changeable to enable more effective learning.
- Agile functional learning & talent strategy committee is established to provide oversight to change management processes.

Cautions

- Custom content and user-generated content can overwhelm internal resources without proper content & learn.
- AI-like, well-defined business case for productivity elements may reduce the need for content for the best outcomes.
- Heavy reliance on operational change to manage digital transformation to define business cases.
- Heavy reliance on learning elements (examples and needs)

Alignment Content Options Tech Environment

Strategic Alignment	Variety	Learning Tech Stack
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Digital Learning Type Test

Organizational Maturity Index Diagnostic

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Welcome to the Maturity Index Diagnostic

ABC Company's Diagnostic Scores

The results of the diagnostic you completed within the OMI diagnostic provide the results shown in the table below. The paper that follows contains cultural assumptions that will help you identify the stage you are currently in and the next stage of maturity. If you are not a current Skillsoft client, this tool is available today to learn how we can help your organization advance. If you are a current client, your account team should be delighted to collaborate with you to identify your current stage. Your business plan will include how to advance your organization using the recommendations contained here, as well as other suggestions based on the account team's understanding of your priorities and organizational context.

[Learn more by visiting The OMI tool on our Skillsfutura framework website.](#)


Key Metric	Current Stage	Recommended Target Stage
Organizational Culture	Stage 1: Stagnant	Stage 2: Transforming
HR's Role & Strategy	Stage 2: Transforming	Stage 3: Sustained
Learning and Talent Development	Stage 4: Sustained	Stage 4: Sustained
Executive Experience	Stage 2: Transforming	Stage 4: Sustained
Technology Infrastructure	Stage 2: Transforming	Stage 4: Sustained
Executive Participation Rate	Stage 2: Transforming	Stage 4: Sustained
Measurement	Stage 1: Stagnant	Stage 2: Transforming
Flexibility	Stage 2: No Formal Strategy	Stage 1: Stagnant
Measurement	Stage 2: Transforming	Stage 2: Transforming

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OMI Diagnostic with Recommendations


Thank you!

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