

# Our Approach to Global Learning Experiences

 An LDS white paper

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Disruptive technologies, shifts in employee demographics, and the necessity of a workforce that keeps pace with new skills are transforming how people learn – and expect to learn – at work. Fostering a learning culture is a must for companies to be competitive in the marketplace and to attract and retain the best talent. LDS balances the employee experience as a whole with employee-centric learning strategy to maximize technology investments and create learning environments that are transformative for companies and their people.



## Our Approach

We adopt a strategic learning experience approach, which aligns to business and people goals and is supported by enabling technology and business transformation

### A holistic experience

We factor the complete ecosystem of learning assets, maximizing their value within a harmonious and engaging experience.

### Designing for collaboration

Our experiences provide broader access to in-house experts and help ideas spread faster, leveraging the value of people as assets and concretizing tribal knowledge.

### A sustainable vision

We plan for adoption, change management, and the evolution of the experience over time.

## Our Approach cont'd...

### A strategic learning solution

We design within the context of people strategies, integrated talent management programs, and global and local organizational goals.

### Consumer-grade capabilities

Our work is powered by social, mobile, analytics, and cloud technologies – empowering people to own their learning and pursue growth opportunities.

### End-to-end content strategy

Our learning solutions feel convenient, relevant, and personalized for every employee, for experiences that are both inspiring and useful.



## Outcomes

Enabling dynamic, self-directed, continuous learning behaviors for every employee

### For Business

- A proactive learning culture
- Employee efficiency, innovation, and expertise
- Alignment of employee development to organizational goals
- Programs that deliver on the value of investments
- Management and curation of learning assets
- Realization of the employee value proposition

### For People

- Holistic learning environment that feels accessible, relevant, and engaging
- Guidance that connects learning to career development
- Ways to connect with and learn from others
- Variety that lets people choose when, how, and what to learn
- “Just in time, just for me” learning experiences