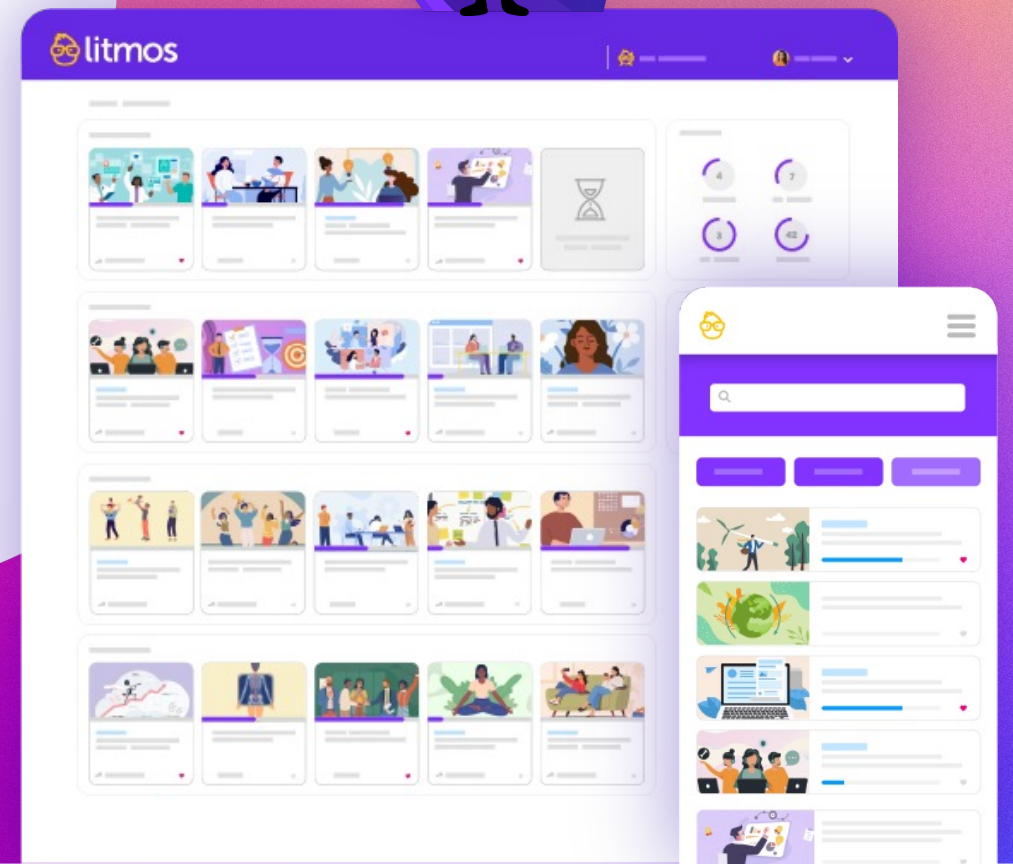




# L&D Made Easy: Lean Strategies for Transformative Training

Presented by Litmos

Thursday, July 11<sup>th</sup> 2024



# Speakers



**Pam Ramsbott**

Director of Global  
Talent Management



**Ryan Lee Morris**

Senior Customer  
Training Architect



**Adele Pfister**

Learning Services  
Manager

# Today's agenda

- 1 What is lean L&D?
- 2 Aligning learning objectives with organizational goals
- 3 Thoughtful skill-building
- 4 Getting leadership buy-in
- 5 Making L&D Easy
- 6 Customer success stories



# What is lean L&D?

- Lean thinking always begins with **the customer**. In Lean L&D, the customer is **your organization**
- Lean L&D focuses on the **business needs** of your organization, producing only the learning required to serve those needs, and nothing that doesn't

“

Lean is a way of thinking about creating needed value with fewer resources and less waste. And lean is a practice consisting of continuous experimentation to achieve perfect value with zero waste. Lean thinking and practice occur together.



The Lean Enterprise  
Institute



# Poll Question

**What business need(s) does your L&D try to meet?**

**(Check all that apply)**

Employee retention

Increased compliance

Time-to-competency

Leadership development

Increased revenue

Higher customer satisfaction

# Aligning learning objectives with organizational goals

- Learning objectives include **transfer of knowledge**
- Business goals may vary, but often require **application** of new knowledge, skills, competencies
- **Start small** by choosing the most important learning objectives, building and rolling out those modules first, then gather feedback and measure the impact before expanding

“

Compliance is both an organizational priority and an ethical responsibility—one that is woven into the fabric of your learning culture. Think of your Code of Conduct training not as a check-the-box obligation, but an opportunity to embed your culture into your learning materials. When executed with intention, these materials not only guide employees on appropriate workplace behavior, but help manage expectations consistently and transparently, from onboarding through annual training.



**Dr. Jen Farthing**  
VP of Product  
Management

# Thoughtful skill building

- **Be ruthless:** Assess which skills your team truly needs, and which will make the biggest difference
- **Be realistic:** Ask yourself how many skills you have the budget and time to train for, which skills you can train effectively, and the best ways to deliver that training
- **Be inclusive:** Getting front-line managers on board is critical for employee engagement

“  
Don't boil  
the ocean.”



**Pam Ramsbott**  
Director of Global  
Talent Management



# Poll Question

How challenging is it to get leadership approval or endorsement of your L&D initiatives?

Very easy

Easy

Difficult

Very difficult

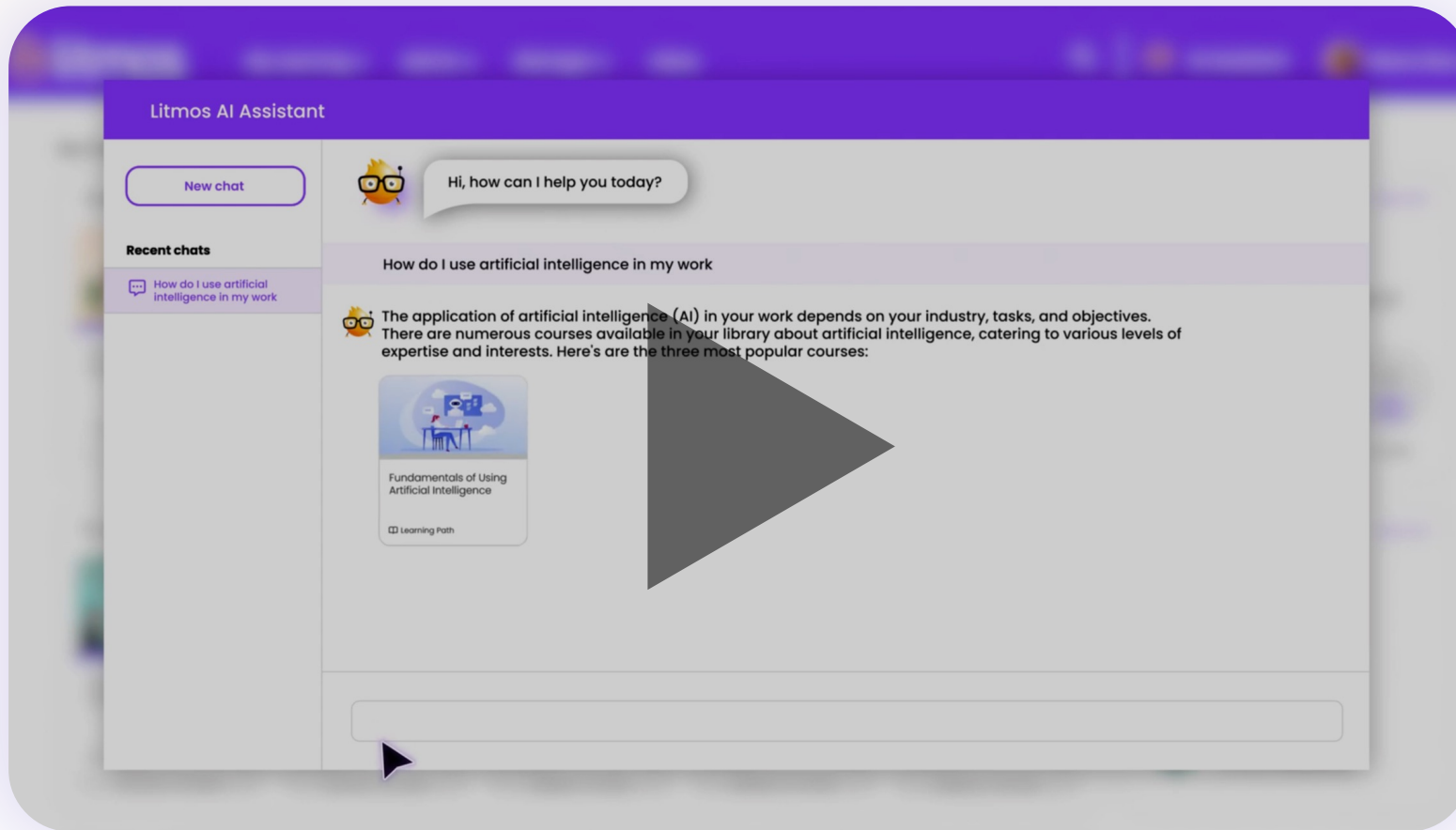


# Getting leadership buy-in



- Managers model learning
- Planning that involves leadership boosts buy-in

# Making L&D Easy



For admins,  
instructional  
designers,  
managers, and  
learners



# Poll Question

Which solution(s) do you leverage to streamline L&D?

(Check all that apply)

Content Authoring Tools

Tracking & Reporting

Pre-Built Training Modules

Customizable Learning Paths

AI Video Assessments

Automations & Alerts

- Only two administrators running L&D
- Seeking a solution for building and delivering training to 150 users
- Content authoring tool streamlined the process of iterative content creation
- Off-the-shelf content allowed for quick expansion of course offerings



[Read more](#)

- Only seven administrators running L&D
- Seeking scalable training for 1650 language-diverse learners in 140 locations across U.S. and Mexico
- Automating learning assignments based on roles and locations made rollout and admin easy



[Read more](#)

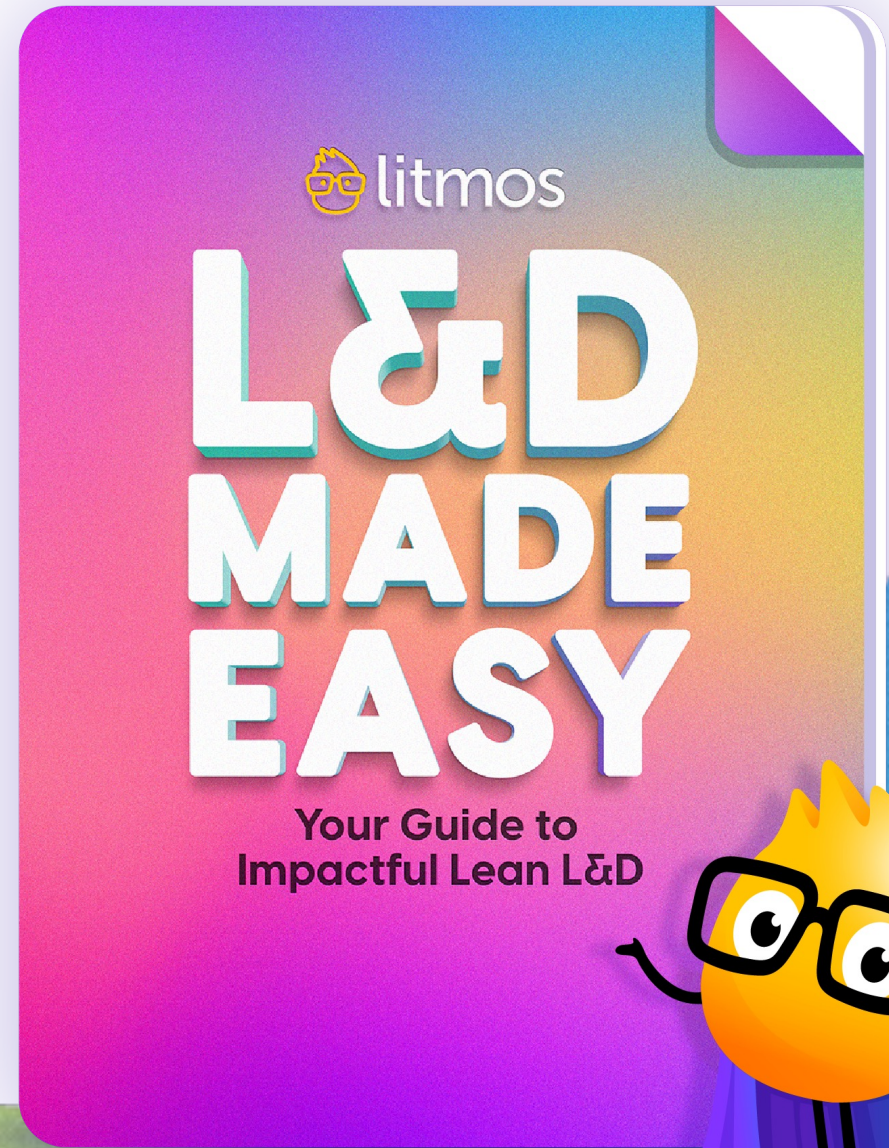
- Only ten administrators running L&D globally
- After merging with Ginger in 2021, Headspace Security & Compliance chose Litmos to consolidate and automate training.
- Litmos helped Headspace achieve a frictionless learning environment through the company merger.



[Read more](#)

# Access the Guide

L&D Made Easy.  
Your Guide to  
Impactful Lean L&D.





# Questions?

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