

Strategic Consulting

Strategic Benefits:

DeakinPrime uses our Nine Dimensions of Leading Practice to work with clients in the areas of:

- evaluation of learning and development effectiveness from both an organisational and individual program perspective
- ability to recommend and focus human resource management and encourage sustainable competitive advantage
- organisational principles for effective corporate alliances and institutes
- enablers of integrated and effective professionalisation pathways
- placement of leadership development and talent management activity within broader human resource practices
- assessment and benchmarking of learning and development practice

Positioning employees to reach their potential requires a strategic approach to the development and management of talent and capability.

Now, more than ever, workforce participation and effectiveness activities need to reflect an integrated approach to talent transformation.

Without an holistic approach, an organisation can miss out on the opportunity to keep critical business skills and knowledge where they are most effective.

DeakinPrime

Nine Dimensions of Leading Practice



Next Steps:

For more information or to discuss Deakin's pathways with a DeakinPrime consultant, please call 03 9918 9000 or email info@deakinprime.com.

Why DeakinPrime?

DeakinPrime's mission is to enhance the capability and performance of leading organisations through integrated corporate education and development solutions.

To facilitate this, DeakinPrime works with our clients to understand their strategic objectives and offer informed advice supported by a robust, well-researched methodology.

DeakinPrime's team of experienced professionals and academics can assist organisations to analyse its current situation, and lead it step by step to greater effectiveness and strategic advantage.

Similarly, we can provide support and assistance from seasoned practitioners in the implementation of targeted initiatives designed to enhance workforce capacity and capability.



DeakinPrime's Nine Dimensions of Leading Practice are outlined in detail below:

Organisational alignment

- Effective organisational alignment ensures that learning and development strategies are aligned with the overall business strategy of an organisation and clearly shows the link between learning and development and the strategic direction of the organisation.

Management and governance

- Leading practice organisations create and maximise governance structures, processes and tools to help the organisation assess learning priorities, make funding/budgeting decisions and hold groups accountable.
- In this environment, learning and development organisational structures, processes and decision making relate clearly to the hierarchy of decision-making processes, spending parameters and quality systems with systematic senior management engagement.

Learning culture

- Organisations with successful learning cultures tend to have strong leaders who consistently emphasise the development of an organisation's people, processes and tools. A culture of learning and development is visible and supported everywhere-on the job, in the classroom, over the internet and among peers. In this, environment learning initiatives are part of everyone's daily work activity.

Capability framework

- Leading organisations use a capability framework to underpin all basic human resource functions to ensure that the people capability requirements of the organisation are identified and maximised.
- This framework needs to link to the business planning process and be reviewed as part of any organisational change. In this manner, roles within the organisation are clear and linked visibly to business strategy, core values, business needs and broader human resource activities, such as selection, development, performance support and retention of staff.

Learning content

- Leading organisations ensure that learning objects are clearly linked to organisational capability requirements and are visible across the organisation, resulting in the reduced duplication of spending on the same content and more effective use and re-use of material.
- Learning content management and development support the management of knowledge and associated networks in an organisation. Learning objects are designed to assist learners to achieve performance outcomes, are mapped according to capability statements, and managed and reviewed on a regular basis in conjunction with business and subject matter experts

Delivery

- Leading organisations ensure the right mix of delivery options to meet business needs, including formal and informal options. The delivery options should align with an organisation's culture to determine the most effective mode and can determine the vehicle for delivery and its administration.
- Formal and informal learning opportunities that incorporate innovative practice, targeted selection, consistent implementation and continuous review are utilised and visibly supported.

Technology

- Leading organisations ensure technology is used thoughtfully to provide a single point of access to robust learning practices.
- Technology is planned in order to reinforce learner control, and possesses a deliberative structure to enhance learning. The learner knows where, and what to do, to address all their learning and development needs and understands how this fits in with the broader capability requirements.
- The purpose of technology in this context is to integrate the above dimensions with human resource activities.

Supplier management

- Leading organisations ensure efficiencies can be obtained from the service delivery aspects of training whilst developing relationships oriented towards more efficient and effective services.
- This can be achieved through standardisation of their suppliers' acquisitions and review processes to ensure that suppliers continue to provide the skills and expertise required by the organisation.

Evaluation and measurement

- Leading organisations use standardised evaluation and measurement practices to ensure that learning activities can be reviewed and refined through an ongoing cycle, ensuring alignment with business strategy and return on investment.
- Evaluation mechanisms measure the impact of intervention on various desirable business outcomes/benchmarks and a system for ensuring continuous improvement based on these results is utilised.

