



# 5

# ESSENTIAL QUESTIONS



to ask before creating a training module, class or program

## LEARNING PROFESSIONALS can:

- Bring value to an organization
- Improve employee performance
- Help employees make a measurable impact on organizational goals

## BEING TOO QUICK to launch training can lead to:

- A learning experience that has no impact
- An impact that cannot be identified or sustained
- Damage to an educator's credibility

**BEFORE AGREEING TO LEAD** any learning intervention, set yourself up to be a trusted consultant by asking these **5 essential questions**:

1

Which specific metric or goal do you wish to move, and by how much and when?

2

Who can influence the goal or metric through their work?

3

Is this really a skills, behavior or knowledge issue, or something else?

4

How will you measure success?

5

How will you sustain the impact over time?

## ASKING THESE 5 ESSENTIAL QUESTIONS can help you:

- Refine your approach and make a meaningful performance impact
- Ensure that your voice as an educator is respected, valued and trusted
- Present yourself as an organizational resource who makes a positive difference