

# 10 CRITICAL QUESTIONS

## to ask before your next learning tech investment



### Does the tech align with our strategic goals?

Analyze whether the tech meets your organization's unique needs, such as closing skills gaps or increasing learner engagement.

Consider whether the technology will drive measurable outcomes that matter most to your business (e.g., revenue growth, employee retention).

### What learning need does the tech address?



### Is it user-friendly for administrators and learners?



Look at integration capabilities, data transferability, and compatibility with existing tools and systems.

### Can it integrate into existing systems?



### What is the total cost of ownership?



Make sure you'll be able to measure learning impact, track KPIs, and inform decision-making. What is the quality of data, types of analytics, reporting functionalities, and do they align with your goals.

### Does it have robust data and analytics?



### What is the vendor support and customer service?



Can this technology grow with you as your needs evolve, and will it remain relevant in the face of future trends. What customization options exist, what is the vendor's commitment to innovation and updates?

### Is it scalable and future-ready?



### How will it affect our organizational culture?



Make sure you know the risks and have a plan to mitigate them. Consider things like vendor reliability, security protocols, data protection measures, and regulatory compliance.

Will this tool align with your company culture and values, what potential resistance can you anticipate, and how well does the technology support your desired behaviors and engagement levels.

### What are the risks?

