

# PEOPLE DEVELOPMENT IN A POST-COVID WORLD

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A closer look at Step 1 of the new methodology for People Development: **LEARN**

## QUANTIFIED BUSINESS NEED

**NEED**

What does the business need to **change**?



**BEHAVE**

What **behaviour change** will create that outcome?



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What do they need to **know** to behave that way?

## DIGITAL LEARNING

Design/create/commission/utilise digital media to provide the required learning



*There's just one rule for digital learning...*

## TREAT PEOPLE AS ADULTS

- Offer **choice**
- **Honour** current knowledge
- Provide **application**
- Focus on **behaviour** (not knowledge)



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## COMPELLING CAUSE



Create a clear compelling cause for the user to engage.

**BUSINESS BENEFITS**



**BENEFITS TO THE INDIVIDUAL**

**LEARN**



**APPLY**



**EMBED**



Watch out for details of the APPLY Stage – coming soon!  **leadability**  
Contact us for outstanding Digital Learning [Connect@Leadability.co.uk](mailto:Connect@Leadability.co.uk)