

Mini-Audit Tool: *Is Your Learning Strategy Driving Business Results?*



Instructions: For each statement, rate your organization on a scale of 1-5: 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree. At the end, total your ratings for a score. See score outline below.					
Part 1: Strategic Alignment	1	2	3	4	5
Our learning priorities are directly tied to business goals.					
Senior leaders understand and support our L&D strategy.					
We can clearly articulate how learning drives business results.					
Part 2: Leadership & Culture	1	2	3	4	5
Leaders actively reinforce and role-model learning behaviors.					
Employees view learning as part of their daily work, not a “one – off.”					
Managers take responsibility for developing their teams.					
Part 3: Design & Delivery	1	2	3	4	5
Our programs are designed with clear success metrics in mind.					
Learning is embedded into performance management and career paths.					
We balance short-term training needs with long-term capability building.					
Part 4: Measurement & Impact	1	2	3	4	5
We track learning outcomes beyond completion rates (e.g. behavior change, performance).					
L&D reports data that leaders actually use in decision-making					
We have examples of where learning directly contributes to measurable business outcomes.					
Scoring: <ul style="list-style-type: none"> • 40-60: Strategic partner – learning is a business driver. • 25-39: Emerging partner – good progress, but still pockets of misalignment. • 10-24: Training provider – focused on activities, not outcomes. • <10: Ad hoc – learning exists, but without strategy or alignment. 					
Tip: Identify you lowest scored section – that’s where to focus as your next step.					