Learning Needs Analysis

- what your mother never told you!

Krystyna Gadd
Founder of How to Accelerate Learning

Some quotes

“Begin with the end in mind”

Steven Covey

Some quotes

“Training without business focus is like a dart without a point. It might hit the dartboard, but will it stick? ”

Krystyna Gadd

how to Accelerate LEARNING

Research

25%

36%

Krystyna Gadd

25+

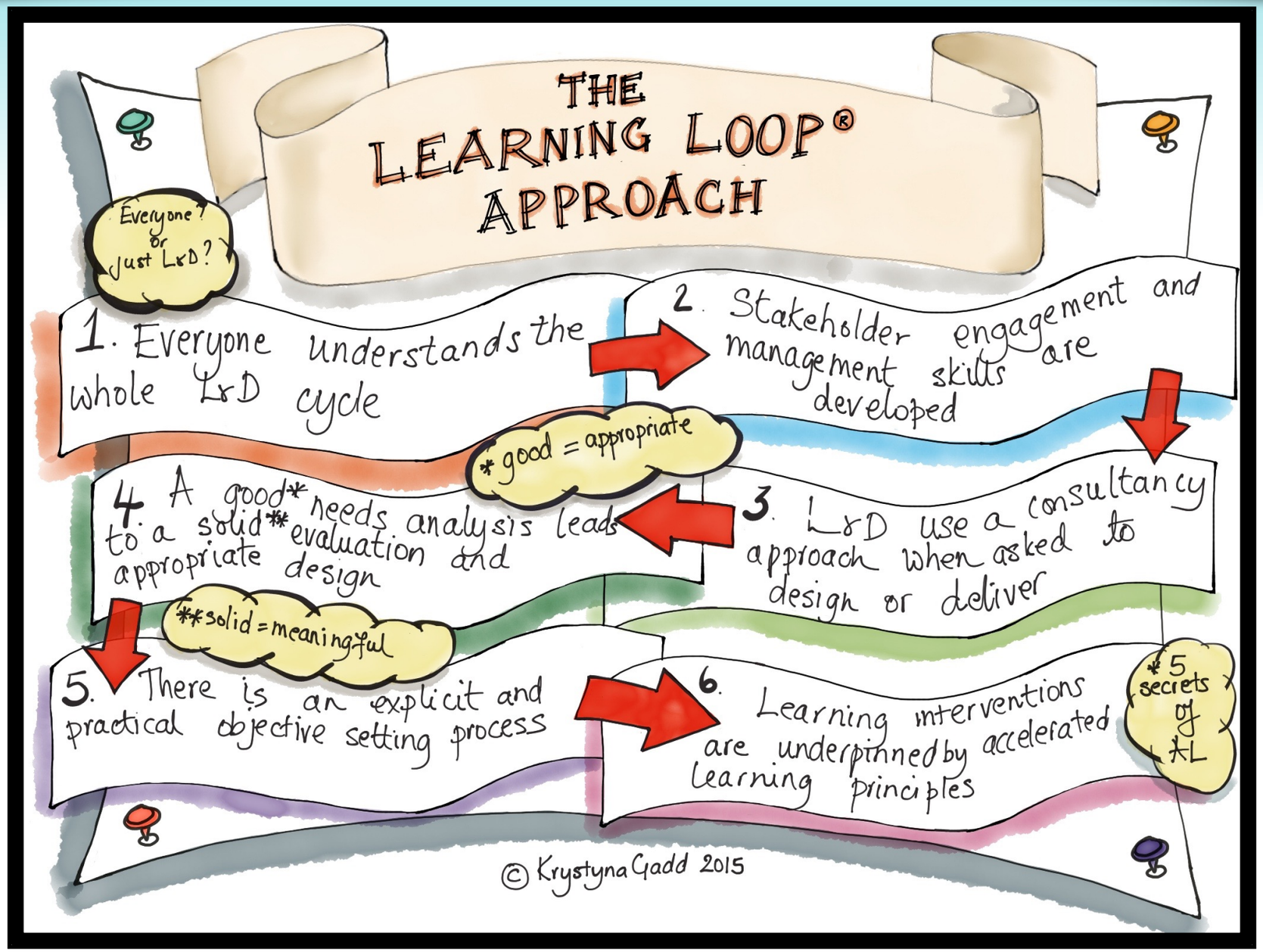
BSc Tech
Fellow LPI
Assoc CIPD

CREATOR OF

FOUNDER OF

how to Accelerate LEARNING

Our Approach to L&D



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What can you expect?

By the end you will be able to:

- ☑ Describe the differences between LNA, TNA and NA
- ☑ Explain when an LNA can be planned
- ☑ Explain how a good LNA will align you closer to your business

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TNA?

LNA?

NA?

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Great questions to dig deeper

What's happening?

What's not happening?

What resources are missing?

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- ☑ Curiosity
- ☑ Organisational knowledge
- ☑ Speak their language
- ☑ Understanding of culture
- ☑ Perseverance and courage
- ☑ Infiltration techniques

Personal toolkit for LNA

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Planned?

Unplanned?

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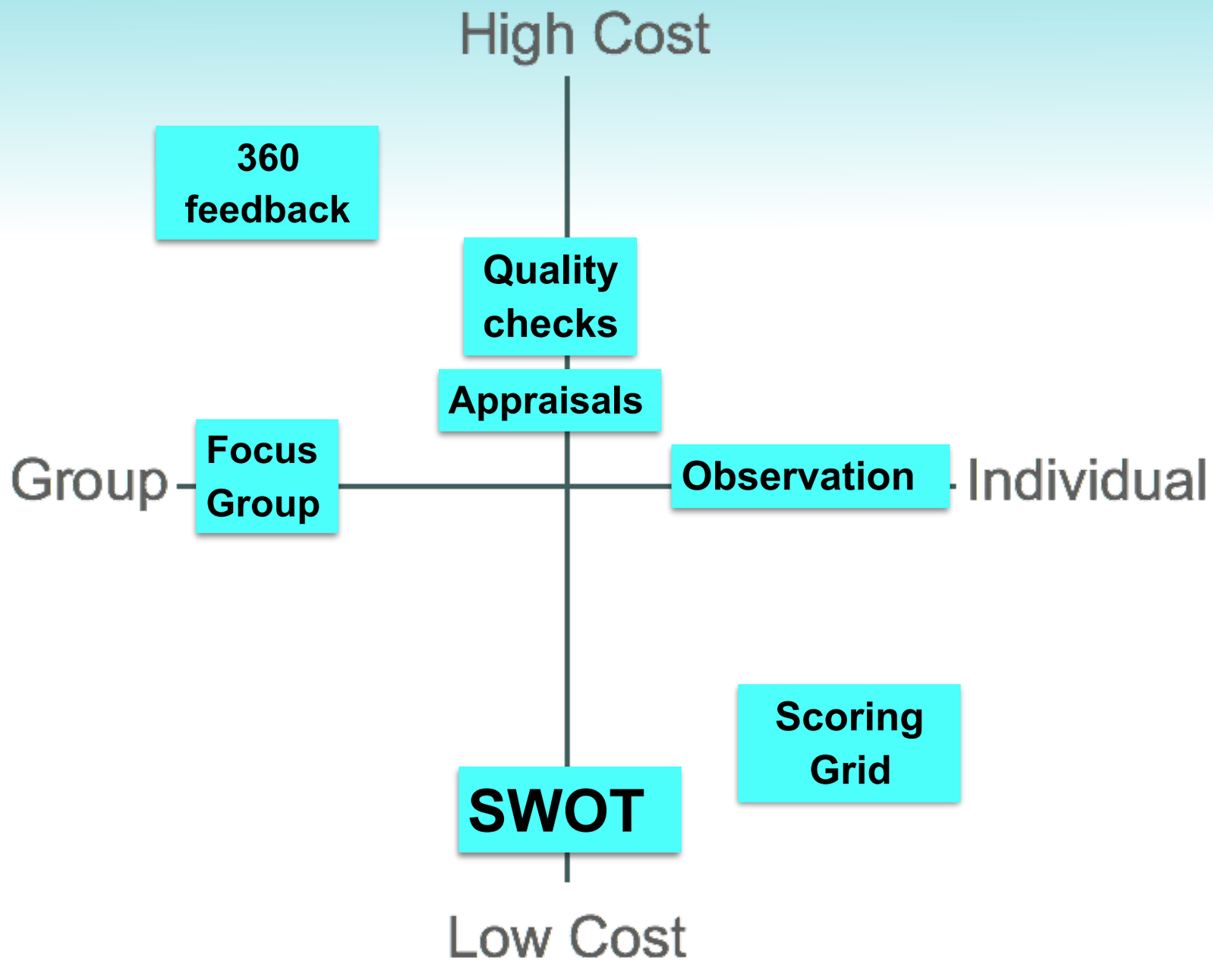
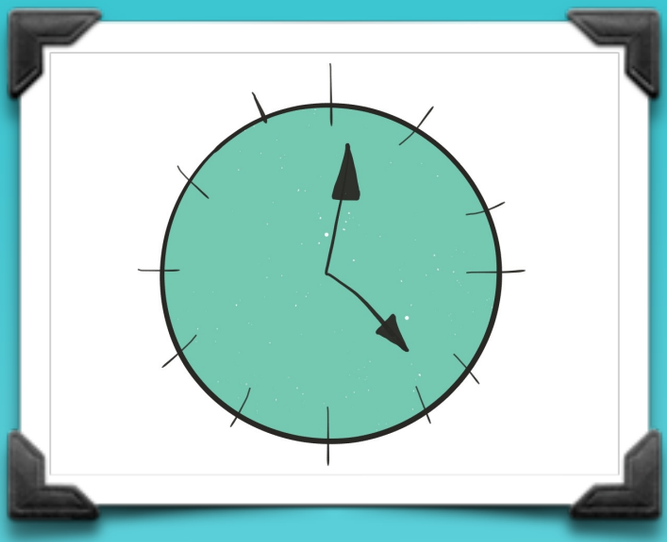
LNA Methods


High Cost
360 feedback
Quality checks
Appraisals
Group
Focus Group
Observation
Individual
Scoring Grid
SWOT
Low Cost

Choosing the right LNA Methods

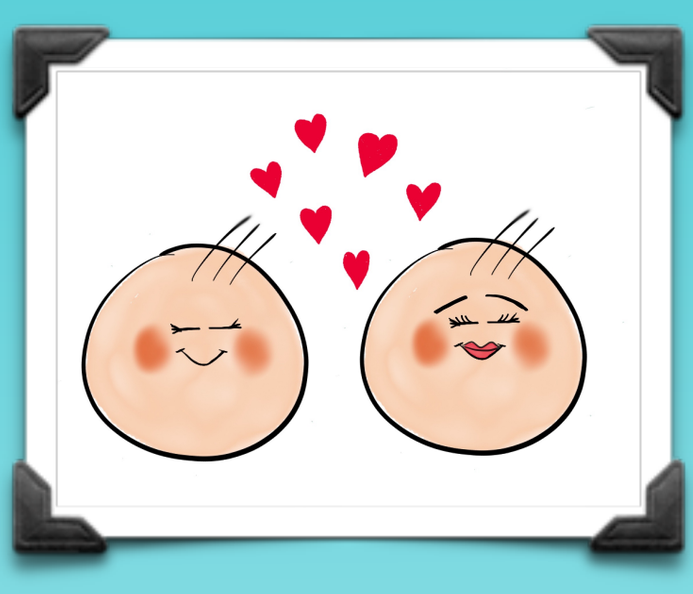
Time



Size and culture

Money

Commitment from stakeholders



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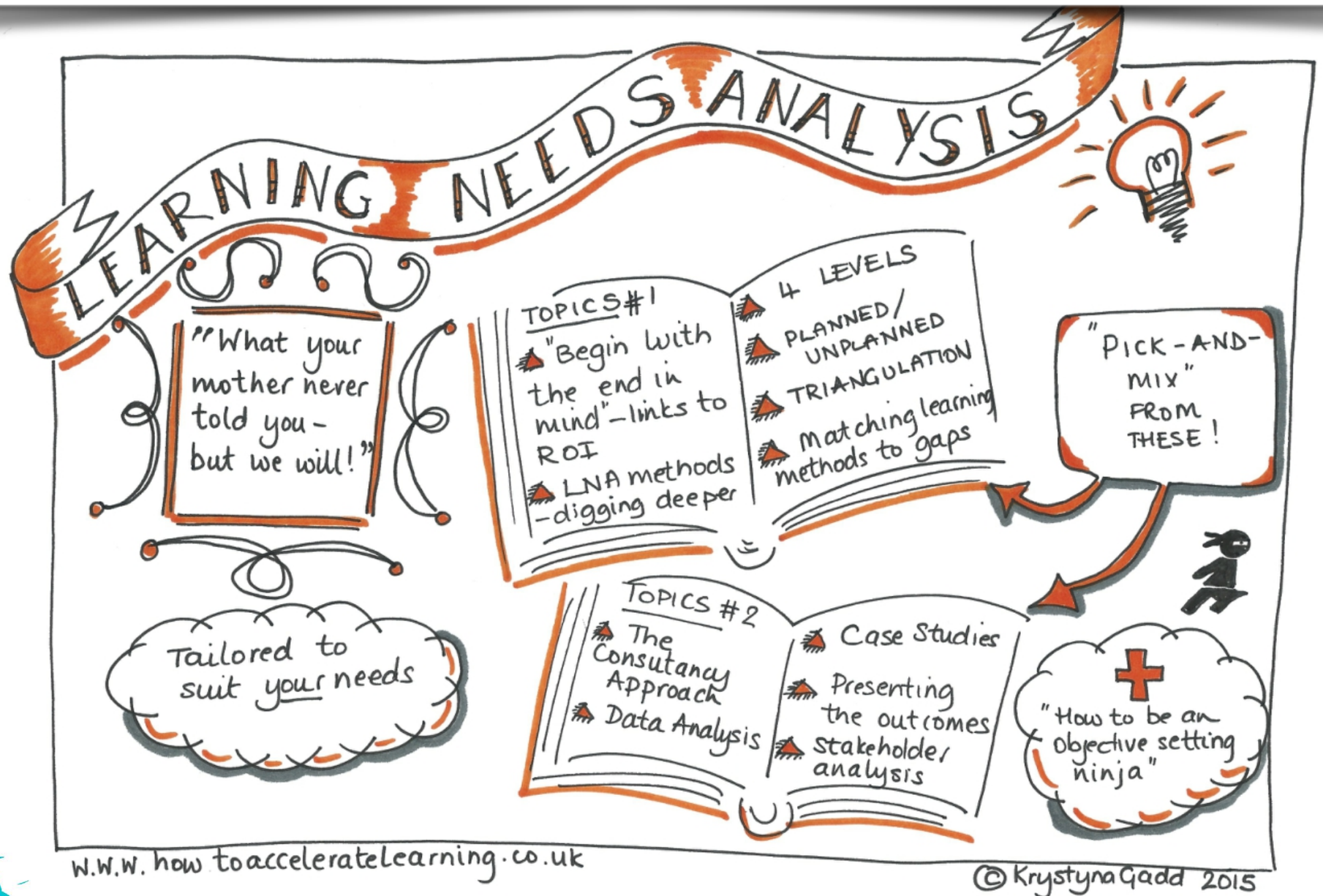
The Secrets of LNA

- ☑ LNA, TNA and NA?
- ☑ Choose suitable methods
- ☑ Plan the LNA
- ☑ Keep the end in mind

Want to know more?



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