



Delivering impact—turning talk into **traction**

Charity Learning Consortium March Members meeting 2026

Laura Overton



Developing skills

It's hard to do



Developing skills

The bit that never works
is.....





Needs Analysis

Drive better business value through smarter up front conversations.



Curation Decision

Move beyond simple aggregation to quality gathering and sharing that aligns with the needs of the people.



Communication Plan Launch Tool

Build a program launch communication piece to set program expectations



Cultivating Learning in Workplace Communities

How to develop and nurture learning that delivers a rich harvest.



The L&D Playbook for Enabling Busy Managers

Engage | Act | Improve

Ten toolkits for turning talk into traction!



The Power Hour Tool

Create the space for your team to grow.



Improving Impact Tool

Improve the impact of learning solutions through smarter conversations.



Team Skills Mapping Tool

Discover and strengthen team skills to prepare for the future of work



L&D Skills Prioritizer Tool

Identify the critical skills your L&D team needs to achieve your goals



Change Journey Planner

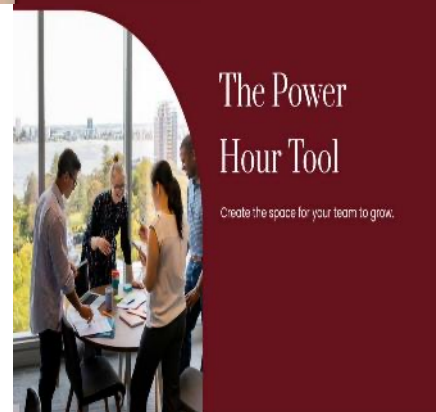
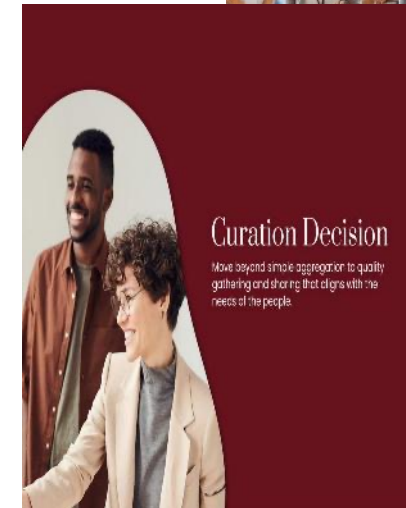
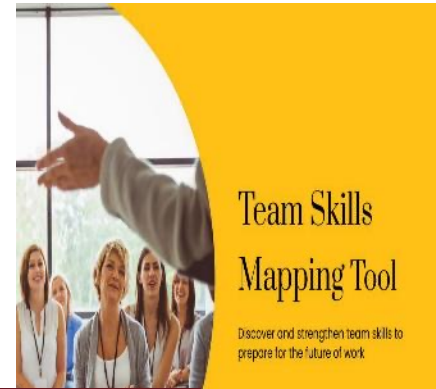
Help Others Successfully Navigate Change

Turning talk into traction

Where are we starting from?

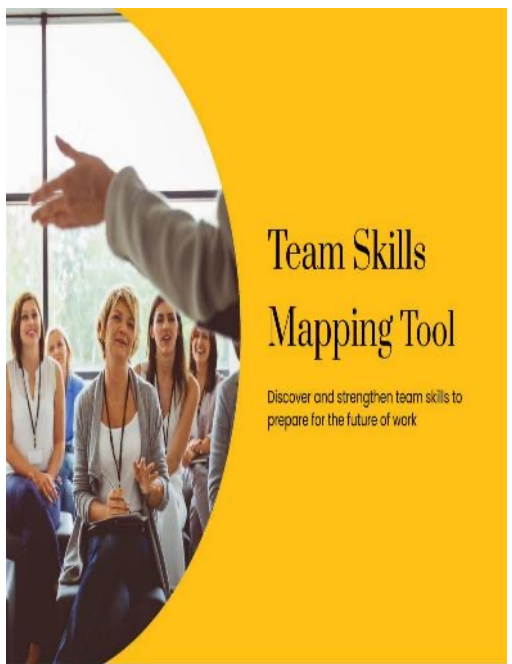
We have resources - are we using them well?

How do we create habits that help behaviours stick?



Team Skills Mapping Tool

Your Task: Pick one skill from today. Map where your team is now and where they need to be.

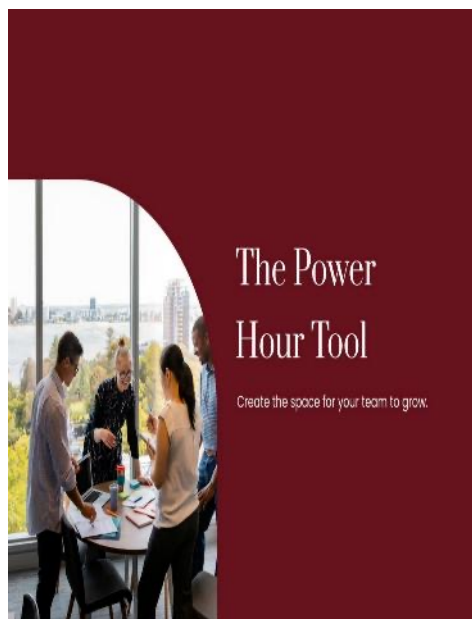


WHY THIS TOOL?
You have heard about seven skill areas today. But the sector picture is not your picture. This page helps you bring it into your own organisation - one skill area, your team, right now. It takes two minutes to start and will tell you more than a survey ever could.

Where we are now	Where we need to be	The Gap
Current strengths	The Goal	The difference
<i>What do we do well?</i>	<i>What would success look like in 12 months?</i>	<i>What is missing, what would change if we close it?</i>

The Power Hour Tool

Your Task: Think about the skill gap you mapped – how can you help managers create space to apply it?



WHY THIS TOOL?

A Power Hour is a regular team conversation - once a month, structured around three questions. It does not replace training. It creates the habit of reflection, sharing and accountability that makes skills stick. As a manager, you do not need a programme. You need a rhythm.

THE THREE POWER HOUR QUESTIONS

1 What's new since last time?

What did we learn and how did we learn it?

A new tool, a conversation, something from our content library, a stretch moment at work. How are we each learning - even when we do not call it learning?

2 What have I done differently?

What worked? What did not?

Be specific. Small experiments count. Repeating something from last time counts. The point is not success - it is honest reflection on what trying felt like.

3 What do I need from the team to keep growing?

A buddy? Practice? Feedback? A challenge?

What would help me take the next step? And what can I offer someone else on the team who needs the same?

GROUND RULES - SAY THESE AT THE START OF EVERY SESSION

- ✓ It is OK to be curious and not be the expert - even in the things we are supposed to be expert in
- ✓ It is OK to have tried something new, even if it did not work
- ✓ It is OK to ask for support or an opportunity to practise
- ✓ It is OK to offer support to someone else on the team

RUNNING YOUR POWER HOUR - 60 MINUTES

5 mins

Set the scene and ground rules

45 mins

Individual power updates - 5 mins per person or per buddy group

10 mins

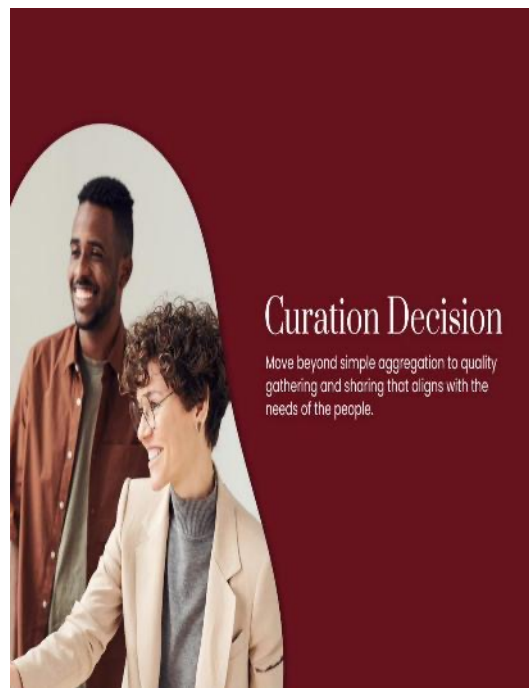
Collective reflection and what's next

Wrap up

Agree next collective action

Curation Decision Tool

Your Task: Pick one resource you already have. Run it through these 5 questions. Decide if it is worth sharing and how.



WHY THIS TOOL?

Most L&D teams have more content than they realise - platforms, articles, videos, conversations. Curation is not finding more. It is choosing the right thing for the right person at the right moment. These five questions turn aggregation into intent.

1 Assess the problem

Does this content actually help solve a real need?

What is the specific skill gap or performance problem this would address?

2 Assess the audience

Who specifically is this for?

Not "the team" - which people, in which role, at which stage of their development?

3 Assess application

What will they be able to do differently?

What is the behaviour you are hoping to see? Be specific - vague outcomes produce vague results.

4 Assess access

How will you share it and will they actually receive it?

Email, Teams, LMS, in a meeting? A brief "why" message makes the difference between content that gets clicked and content that does not.

5 Assess impact

How will you know it helped?

A short check-in, a question in the next team meeting, a behaviour you will look for? Name it before you send.

YOUR COMMUNICATION PLAN

DURATION	THE WHY	THE WHAT	THE HOW
<i>How long will it take?</i>	<i>Why is this relevant?</i>	<i>Key takeaways?</i>	<i>Where will you post it?</i>

What is the one thing you
can do **differently** with
your team this week ?

Where do you have discretion and freedom to act?





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