

How high-performing learning organisations achieve astounding improvements in productivity and performance and what tactics significantly influence this.\*

### Setting goals

To sustain high performance and productivity, learning organisations embed a vision and release the capability of their people to achieve it

**85%** Individuals are released

85% work together to solve problems (versus 43% average and 13% bottom quartile)

**71%** Managers are involved

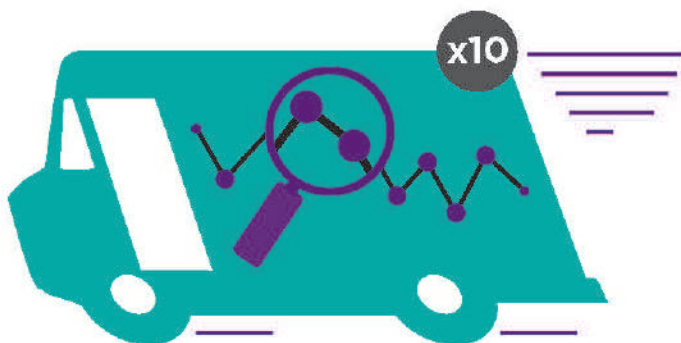
71% equip line managers with the resources they need to help their team get the most out of learning (versus 26% average and 4% bottom)

**91%** L&D are strategic

91% fully aligned with the strategic goals of the organisation (versus 61% average and 21% bottom)

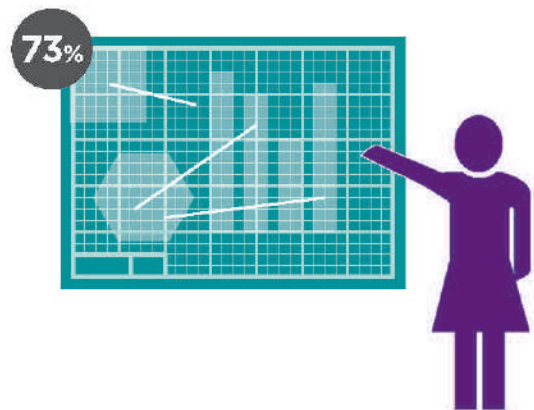
### Getting there smarter

High-performing learning organisations are ten times more likely than low-performing companies to use learning analytics to improve the delivery of their services



### Building ownership

73% involve learners in the design of the most appropriate learning solution (versus 25% average and 1% bottom)



### Empowering people

To empower their learners 76% of high-performing learning organisations provide learners with real-time feedback on progress (versus 29% average and 4% bottom)



\*Based on responses from organisations taking part in the 2017 Towards Maturity Benchmark. Sample 700. Statistics presented have a strong correlation (>0.3) with improvements in productivity and performance.