

Critical Success Factors in Launching Online Learning

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Objective; Upon completion of this session, you will have learned how to sell, prepare and implement a strategic learning plan for your organization, how to establish a team and what resources will be required both internally and externally.

Part One – Theory/Planning (30 minutes)

- I. Critical Success Factors
- II. Common Pitfalls
- III. A Strategic Learning Plan

Part Two – Reality/Implementation (10 minutes)

- I. Defined Outcome
- II. Case Example

Part Three – Conclusion (10 minutes)

- I. Questions & Answers

Part One – Theory/Planning

- I. Critical Success Factors

Use a Team

Clearly Communicate Steps of Implementation

Expect Unforeseen Requirements

Align on Expected Outcome

Re-commit to Accelerate Organizational Learning even in the Face of Chaos

II. Common Pitfalls

Flirting vs. Committing to An Online Learning Initiative

Denial that Your Online Learning Initiative is Dynamic and Always will Be

Lack of Financial Planning - Denial that the Front-end of Your Online Initiative is Dollar-Intensive

An Organization wide approach to Measure and Monitor Value across Departments is Missing

Poor collaboration - Acquiring & Maintaining Consistent communication between Individuals accountable for Business Objectives and Learning Objectives

III. A Strategic Learning Plan

Define

Buy-in and Budget

Steps to Build

Part Two – Reality/Implementation

I. Defined Outcome

The Employee is the Customer

Recognize & Measure Return On Investment (ROI)

Organizational Commitment to Map Strategic Learning Plan to
Organizational Growth (a living plan)

II. Case Example

Part Three – Conclusion

I. Questions & Answers