

## The L&D Transformation Checklist

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10 signs your L&D; function is still running on the old model — and what modern, performance-driven L&D; looks like instead.

<b>01 You measure success by completion rates</b>	Your LMS dashboard shows 87% completion and leadership calls it a win — even when performance hasn't changed.
<b>02 Learning is something that happens in a room</b>	Training days, workshops, scheduled sessions. Learning is an event, not a habit built into daily work.
<b>03 HR owns the L&amp;D; calendar</b>	Training is pushed to employees on a schedule decided by HR, not pulled by learners based on what they actually need.
<b>04 You build one course for everyone</b>	The same module goes to the junior analyst and the senior director. Content is designed for the average — which means it works for no one.
<b>05 You're the last to know what the business needs</b>	L&D; finds out about a capability gap after the performance review cycle, not when the business strategy changes.
<b>06 Your content takes months to produce</b>	A 30-minute e-learning module requires 6 weeks of design, review, and build. By the time it launches, the need has shifted.
<b>07 You've never built an AI-powered learning experience</b>	AI is still a talking point in your team meetings, not a tool in your workflow for content creation, personalisation, or assessment.
<b>08 You report to leadership with happy sheets</b>	Post-session satisfaction scores are your primary evidence of impact. Behaviour change and business results are hard to measure, so you don't.
<b>09 Learners come to training, not the other way around</b>	You build programmes and wait for people to show up. You haven't designed learning into the flow of work where it actually happens.
<b>10 You don't know which skills your organisation will need in 18 months</b>	Capability planning is reactive, not predictive. Skills gaps show up in performance reviews, not in your L&D; roadmap.

*If you checked 3 or more — the L&D; Bootcamp on 22 July was built for you. See you there.*