

The 30-Day L&D Reset Roadmap

Week-by-week: from cost centre to performance partner

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A week-by-week action plan to move from cost centre to performance partner. This is the take-home plan you'll build in the session — here's a preview.

Week 1	Days 1–7	Audit & Diagnose
→	Map your current L&D; portfolio against business outcomes — not learning outcomes	
→	Identify your top 3 capability gaps using the performance lens, not the training request lens	
→	Audit your last 3 programmes: what behaviour change did they produce? Be honest.	
→	Have one conversation with a business leader about what performance problem they actually need solved	
→	Stop: cancel any training programme that can't be linked to a business outcome	
Week 2	Days 8–14	Redesign One Programme
→	Take your highest-visibility programme and redesign its success metric — from completion to behaviour change	
→	Remove any module that teaches knowledge the learner could look up in 30 seconds	
→	Add one on-the-job practice activity per learning objective	
→	Brief your facilitators on the shift from information delivery to performance support	
→	Start: design one pull-based learning resource — something learners can access when they need it, not when HR schedules it	
Week 3	Days 15–21	Introduce AI Into Your Workflow
→	Use Claude or ChatGPT to draft one course outline — use the prompt from Email 4 of this series	
→	Build one AI-generated capability assessment for a current programme	
→	Create personalised content variants for two different learner personas using an AI prompt	
→	Document your new content workflow: how much time did AI save you?	
→	Share one AI-generated learning resource with a stakeholder — get their feedback	
Week 4	Days 22–30	Measure & Present Impact
→	Define 3 capability metrics you will report on going forward — not completion rates	
→	Build a one-page L&D; impact summary for leadership — what changed, what was measured, what's next	
→	Pilot one habit-building learning intervention — a weekly 5-minute learning nudge, a peer discussion prompt, or a manager coaching card	
→	Present your 30-day results to one senior stakeholder and name your next 90-day priority	

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→ Commit: which of the 10 Old-to-New L&D; shifts will you focus on next quarter?

In the session on 22 July you'll personalise this roadmap to your organisation — with specific actions mapped to your role, your team size, and your biggest capability gap.