Manager’s Guide To Building a Successful Learning Path Using ULearnIT

1. IDENTIFY COMPETENCIES AND DEVELOPMENT GOALS IN YOUR TEAM
   - One-on-one development discussions
   - Feedback from other managers
   - Competencies and goals that align with organizational strategy and goals

2. FIND/MAP COMPETENCIES AND GOALS
   - Work to find the best content for your team and give it to them
   - Ask for help; it can be hard to know what is the “best” content
   - Understand how your team learns (e.g., books versus videos)

3. MUTUALLY BUILD A LEARNING PATH BASED ON COMPETENCIES AND GOALS
   - Give direction by building a unique path for each member of the team
   - Help individuals reach performance goals and career aspirations
   - Create an engaged team with a strong learning culture

4. MEASURE AND REPORT RESULTS
   - Use the reporting in ULearnIT to measure the value of your program
   - Use the reports to encourage and reward the team

5. DEDICATE TIME FOR YOUR TEAM TO LEARN
   - Give your team some time when possible to focus on development (e.g., once a week for 15 to 30 minutes)
   - Blend with internal learning and development to leverage resources where possible

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