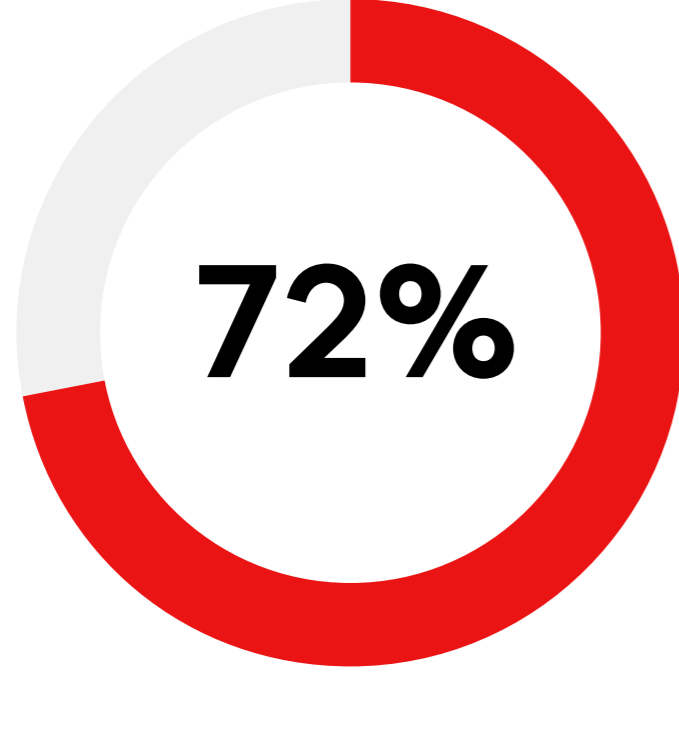


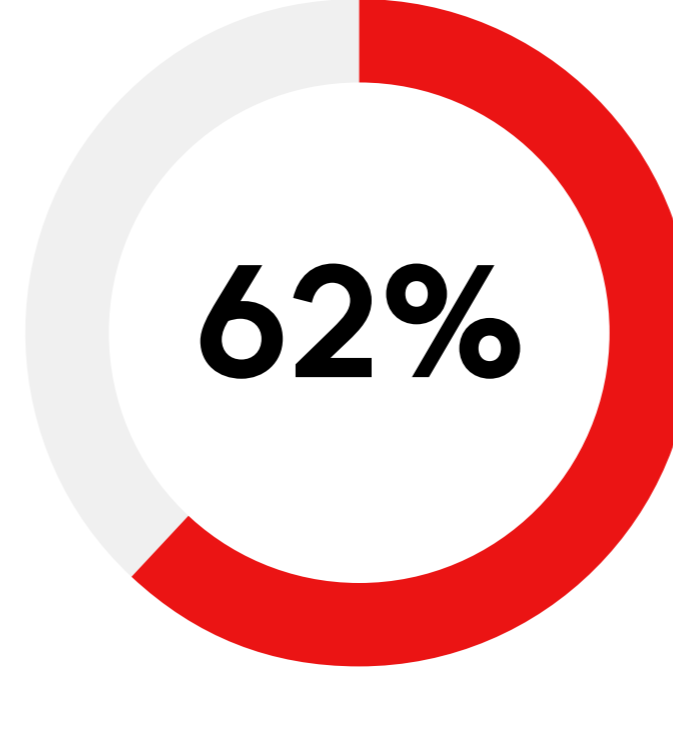
# 3 Guiding principles to scale your L&D strategy

Learning & Development has taken center stage for companies dedicated to scaling their business and their teams. With heightened demand, companies need a lens to overcome known challenges by implementing a simplified L&D strategy that delivers.

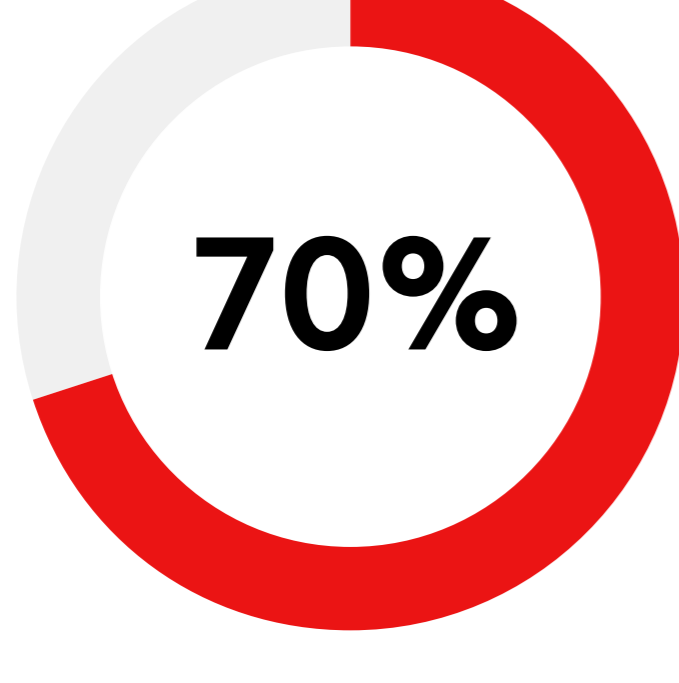
## THE STATE OF L&D TRAINING



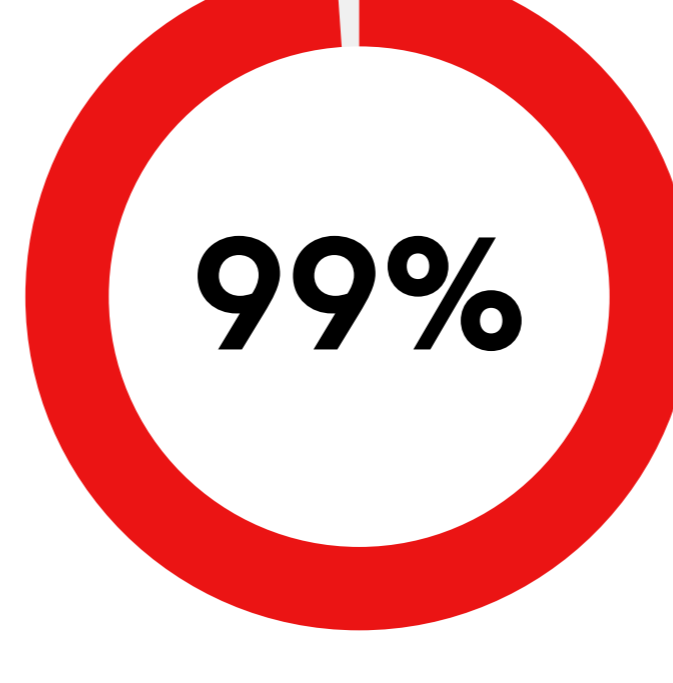
of L&D leaders agree that L&D has become a more strategic function in their organization<sup>1</sup>



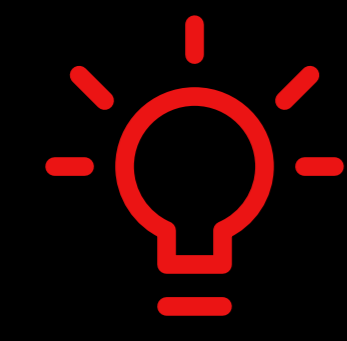
of L&D leaders agree that L&D is focused on rebuilding or reshaping its organization in 2022<sup>1</sup>



of employees would leave their current company for one that invests in employee development and learning<sup>2</sup>



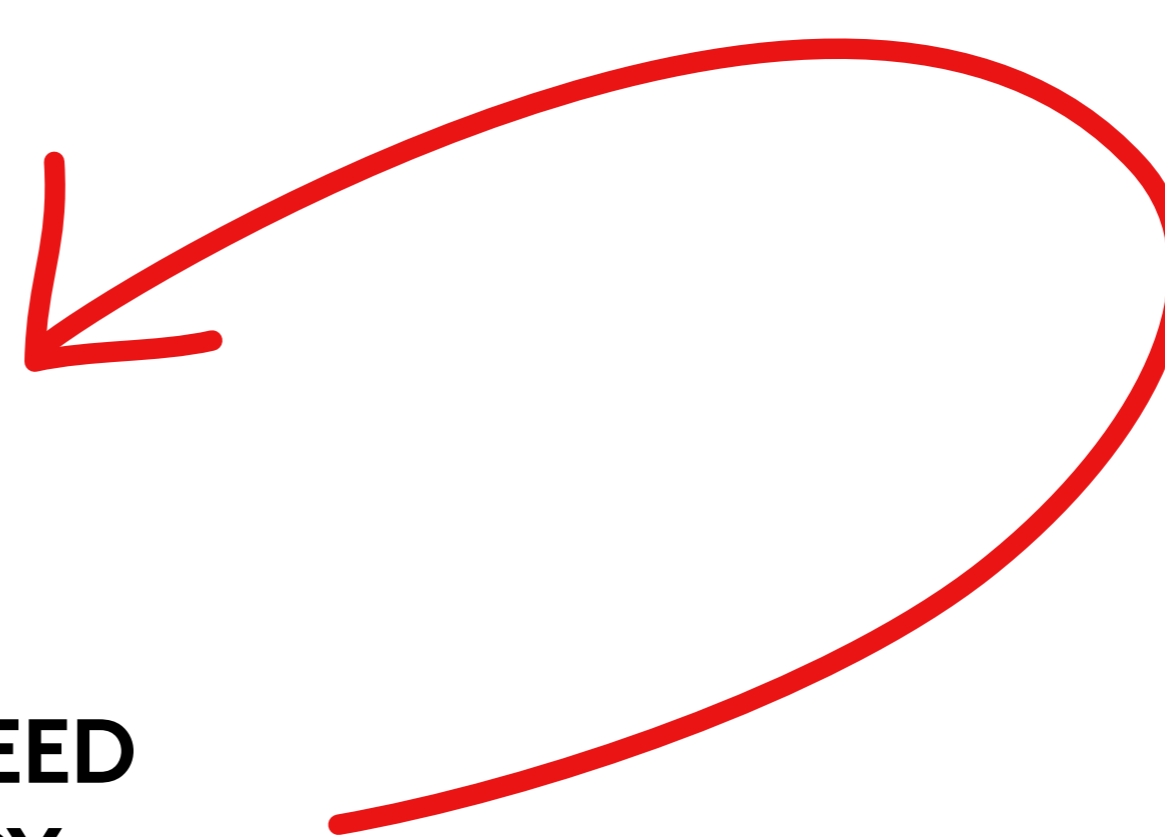
of L&D professionals agree that if skills gaps aren't closed, their organizations will be negatively impacted in the upcoming years<sup>3</sup>



If there was a way to make your L&D strategy a seamless part of your organization, motivate your teams, and drive sustainable growth for your company, would you go for it?

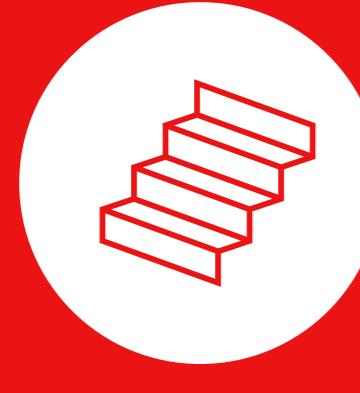
## INTRODUCING

**VFQ** Value Flow Quality



## THE ONLY APPROACH YOU NEED TO SCALE YOUR L&D STRATEGY

Value, Flow, Quality® (VFQ) is Emergn's work-based approach to improving the building of products and services. It enables people to learn and adopt new, modern ways of working to deliver products, services, or ideas to market.



## VALUE

Understanding what is valuable to your company and what's invaluable to your customers.

//

If you are not focusing on having the right thing for the customer, having the best-trained employees is meaningless.

//

Steven Angelo-Eadie  
Head of Learning Services, Emergn

## CHALLENGES

- Company silos and skills gap
- Distractions from a lack of clarity
- Disconnected customer interactions

## OUTCOMES

- Improved customer experience
- A shared language in an organization
- Increased employee engagement



## FLOW

Recognizing what is stopping you from getting things finished and then realigning so that you can get to the finish line as quickly as possible.

//

If everyone along the chain understands what the most important thing is for the customer, then you're all facing towards the same value stream – and getting things done.

//

Steven Angelo-Eadie  
Head of Learning Services, Emergn

## CHALLENGES

- Constant process roadblocks
- Competitors delivering results faster
- Missed opportunities from inefficiency

## OUTCOMES

- Moving great ideas into action
- Faster delivery; higher market share
- Agile processes that just make sense



## QUALITY

Ensuring what you build is built correctly, and results in something your customers actually want.

//

Yes, you could have produced something quicker, but if it doesn't meet your needs or your customer's needs, then none of it matters.

//

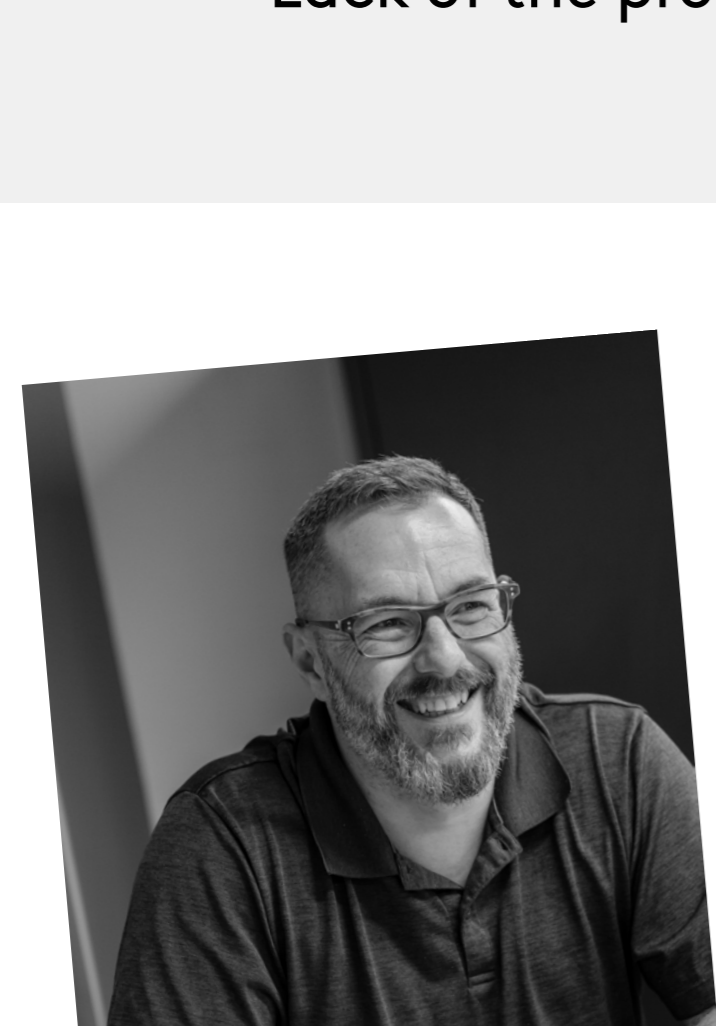
Steven Angelo-Eadie  
Head of Learning Services, Emergn

## CHALLENGES

- Wasted and unaligned expenses
- Finished products that fail to deliver
- Lack of the proper education internally

## OUTCOMES

- Higher value team members
- Increased customer satisfaction
- Results that actually get results



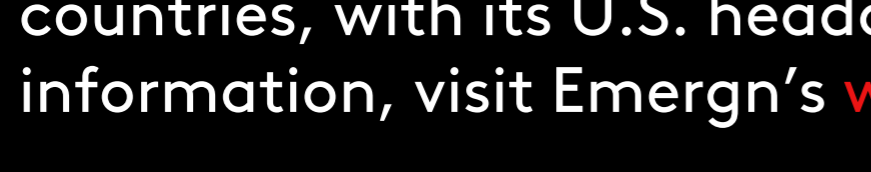
// Humans like complicated stuff, but that's what holds them back from scaling and delivering. So, all of the lenses that we look through are our way to simplify the world by simplifying L&D in organizations.

//

Steven Angelo-Eadie, Head of Learning Services, Emergn

## IT'S SIMPLE TO SCALE YOUR L&D STRATEGY

Emergn is a global digital business services firm with a mission to improve the way people and companies work. Forever. Emergn helps some of the world's most respected businesses—including Fortune 500, FTSE 100 and Global 2000 companies—develop their most promising ideas into valuable digital products and customer experiences, faster. Emergn offers learning, consulting, and technology services to help clients own their transformation, and create high-performing teams. Our capabilities span product innovation, experience design, product delivery, intelligent automation, learning skills and capabilities, data and analytics, and business transformation. Emergn has spent more than a decade perfecting its context-specific and outcomes-driven approach to transformation based on three principles: Value, Flow and Quality. This unique approach provides Emergn's clients with the frameworks, models and tools needed to drive lasting, sustainable change to the way they work and transform. Emergn has a strong presence in over a dozen countries, with its U.S. headquarters in Boston and EMEA headquarters in London. For more information, visit Emergn's [website](#) and follow us on [LinkedIn](#) and [Twitter](#).



### Resources

1. [https://learning.linkedin.com/content/dam/me/learning/en-us/pdfs/workplace-learning-report/LinkedIn-Learning\\_Workplace-Learning-Report-2022-EN.pdf](https://learning.linkedin.com/content/dam/me/learning/en-us/pdfs/workplace-learning-report/LinkedIn-Learning_Workplace-Learning-Report-2022-EN.pdf)
2. <https://www.prnewswire.com/news-releases/how-to-get-todays-employees-to-stay-and-engage-develop-their-careers-300860067.html>
3. <https://learning.linkedin.com/resources/workplace-learning-report-2019>