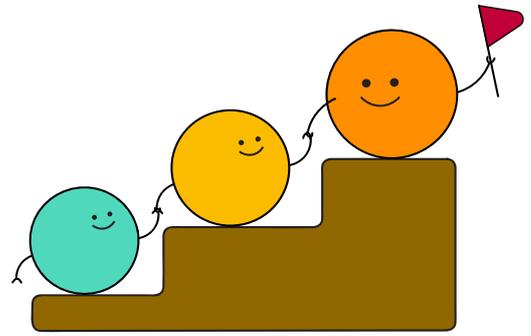


GUIDE

How FocusU designs for impact using LTEM

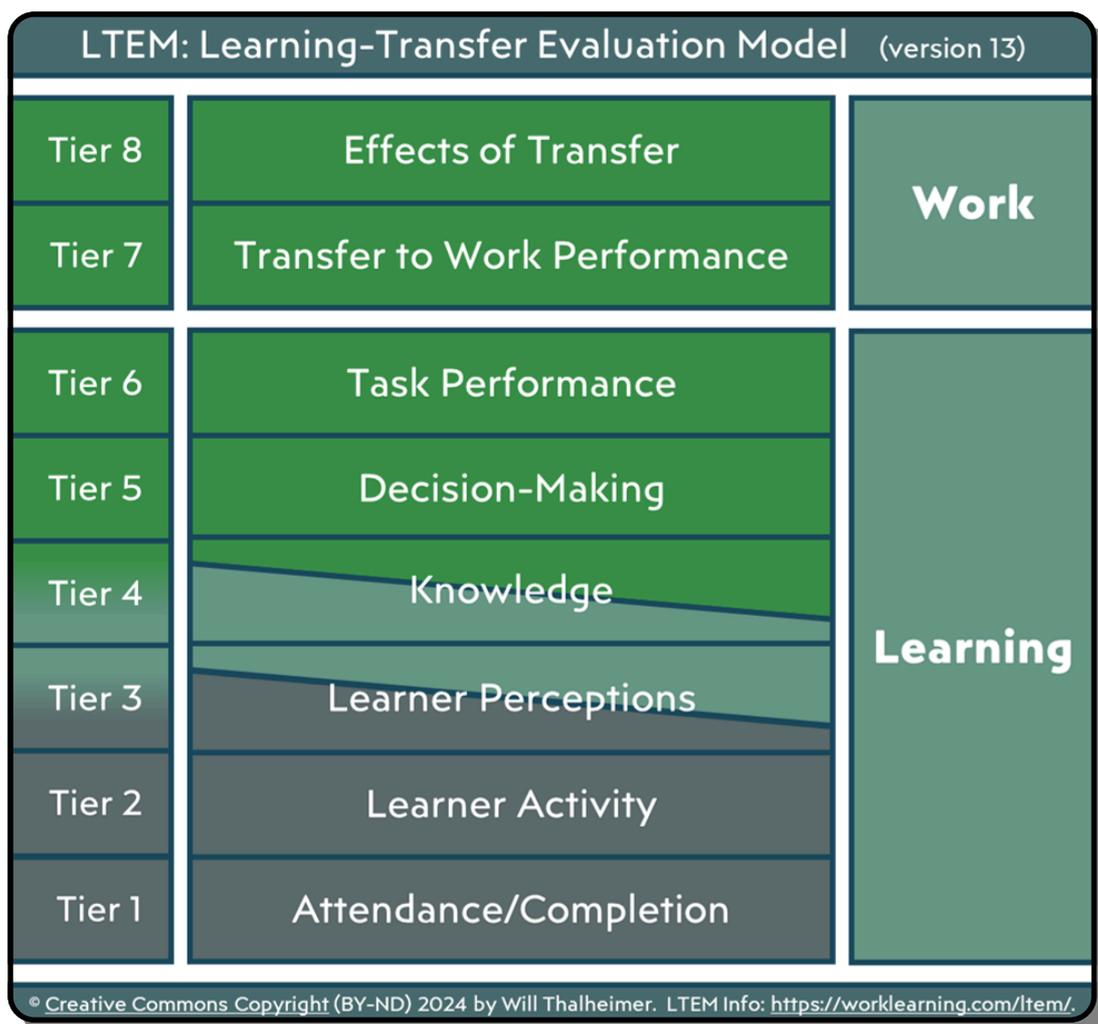


At FocusU, our mission is to design learning journeys that create real, lasting impact. To achieve this, we leverage a research-backed model called LTEM (Learning Transfer Evaluation Model), that helps us craft programs with precision and purpose. Here's how we do it.



What is LTEM?

LTEM is a modern learning evaluation framework introduced by Dr. Will Thalheimer in 2018 (updated in 2024). At its heart, it is a learning evaluation model like the Kirkpatrick model. However, LTEM has a few differences, and beautifully elaborates how learning happens, making it a valuable tool to refer to not only for learning evaluation, but also for learning design.





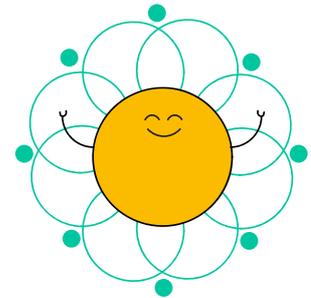
How is LTEM different from Kirkpatrick?

LTEM incorporates the latest advancements in learning science and provides a more comprehensive view of learning outcomes.

Key Differences within LTEM

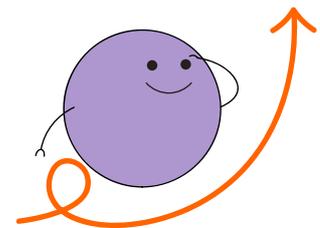
1. Deeper Levels of Learning:

Kirkpatrick combines all of 'learning' into a single level, while LTEM divides learning into progressive stages: knowledge, decision-making, and task competence, providing a clearer path from knowledge acquisition to observable behavioral changes and their organizational impact in a causal way.



2. Broader Context for Perceptions:

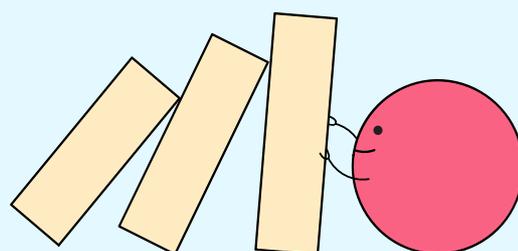
LTEM acknowledges learner satisfaction but emphasizes that true success comes from skill transfer and behaviour change.



Why LTEM Matters

Using LTEM helps us design learning journeys with intention. Every element in our programs has a well-defined role, ensuring that the learning experience is not only engaging but also directly aligned with desired outcomes.

Without a framework like LTEM, learning design may feel like guesswork. LTEM's structure helps us design journeys that have the potential to make a real difference.





How FocusU Designs Using LTEM

We incorporate LTEM principles across various stages of our learning journeys to ensure alignment with client goals and participant needs. Here are some examples of how we address the different tiers of LTEM:

1. Engagement and Participation (Tiers 1-3):

- Before a program begins, we ensure high participant engagement through interactive kickoff sessions and manager alignment. These create excitement and set clear expectations.
- During the sessions, we use activities like role-plays, group discussions, and gamified learning to foster active participation and meaningful engagement.

2. Building Knowledge and Decision-Making Competence (Tiers 4-5):

- To ensure participants comprehend and retain key concepts, we often use pre-reads, scenario-based learning, and post-session quizzes.
- Decision-making skills are honed through simulations and real-world case discussions, enabling participants to apply their knowledge in safe, practice environments.

3. Task Competence and Workplace Transfer (Tiers 6-7):

- Participants practice skills in realistic scenarios during workshops, receiving peer and facilitator feedback to refine their abilities.
- To bridge the gap between learning and application, we design workplace application activities that encourage participants to apply their learnings in their roles. Group reflection sessions and manager check-ins further support this transfer and ensure that learners get a chance to address any challenges that come up when practising new skills at the workplace.

4. Organizational Impact (Tier 8):

- Our learning journeys may include Action Learning Projects (ALPs) aligned with business outcomes. These projects enable participants to solve real organizational challenges while demonstrating their newly acquired skills.
- Qualitative feedback from managers and peers, coupled with relevant business metrics, helps assess the broader impact of the learning interventions.

Practical Insights for Clients

Not every learning journey needs to address all eight tiers of LTEM. Feasibility and practicality often guide our design choices. Our client advisors work closely with you to identify the most impactful elements for your specific goals, ensuring a program that delivers measurable results.

By integrating LTEM into our design philosophy, FocusU crafts learning journeys that don't just teach—they transform. Let us help you create the impact you seek.





To know more about us, drop in at
www.focusu.com