

Learning & Capability Roadmap

A sample 12-month roadmap showing how strategic priorities are sequenced from foundation through scale.

BUSINESS PRIORITIES

WORKFORCE READINESS • OPERATIONAL EXCELLENCE • EMPLOYEE GROWTH • LEADERSHIP CAPABILITY • TECHNOLOGY READINESS

	Q1 FOUNDATION	Q2 PERFORMANCE	Q3 DEVELOPMENT	Q4 SCALE
STRATEGY & INFRASTRUCTURE	Establish learning governance Baseline workforce measures Define capability priorities	Integrate Quality + learning data Standardize request & discovery process Build performance measurement rhythm	Define capability framework Connect to career pathways Expand learning ecosystem	Optimize learning ecosystem Define technology / AI enablement Set next-year priorities
WORKFORCE CAPABILITY	Strengthen onboarding architecture Standardize readiness expectations Establish post-training support	Launch Bridge transition model Expand LiteBytes + Success Lab Target performance gaps	Build professional capability pathways Introduce targeted development Support career growth	Scale continuous learning Expand future-ready skills Embed learning in flow of work
LEADERSHIP & ORGANIZATION	Assess leadership needs Define leader expectations Identify critical capability gaps	Launch supervisor onboarding Activate Peer-to-Leader development Strengthen coaching capability	Build leadership development architecture Expand leader-led learning Develop manager capability	Strengthen leadership pipeline Connect development to succession Integrate culture + capability

EXPECTED

↓ TIME TO PROFICIENCY ↑ QUALITY ↑ RETENTION ↑ WORKFORCE CAPABILITY ↑ LEADERSHIP READINESS ↑ CHANGE READINESS