

Evaluating the impact of your library

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How you are currently evaluating the impact of your learning programs? The list goes on. Unfortunately, there is no straightforward answer to this seemingly simple question. Our evaluation process was a very "holistic," fluid one that connected many of the learning program elements and business needs. Once we found what worked, we continued using the same model with slight variations depending on the behaviors we were trying to shape or metrics we wanted to improve. Below are a few things to consider when evaluating your learning programs that we found helpful.

1. Planning the Evaluation and Needs Assessment. When it comes to evaluations, we can't treat them as an afterthought.