Learning Navigator

CHART YOUR LEARNING PATH

Learning Navigator Story

STEP Meeting

March 30, 2009

Learning and Development

Booz | Allen | Hamilton

The Learning Navigator was first conceptualized in 2007, when data collection indicated the need for a new learning framework

The Business Told Us…

▶ There was lots of training, but no clear indication of *what* courses to take *when*

▶ Focus was shifting from interpersonal skill development to targeted *functional skill building*

▶ Targeted training was required for *Frontline Leaders (FLLs)*

▶ Project managers were looking for *consistency* in key skill sets (e.g., deck writing) on all projects

▶ Training budgets were limited; a better way to *prioritize* was required

▶ We needed to continue to think of training more holistically; *not solely classroom* based

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The Learning Navigator will become the gateway to key L&D programs and offerings; guiding staff as they explore available resources

Details

Publication: United States

Introduction

Source: All US CDMs

Modified: 02/01/2009 10:03PM

Learning Navigator

CLICK HERE TO CHART YOUR LEARNING PATH

Learning Navigator

The Learning Navigator is your online roadmap and enables you to chart your learning path based on your role in the firm: Client-facing Staff, Internal Professional, or Administrative Professional. It contains information on key Learning and Development programs, including:

Related Links

Search Catalog & Enroll in Training
Enroll in a course for your development

All Learning
Your transcript of completed, in progress, and planned learning activities

Browse Catalog
Browse Catalog using subject-based categories

Managers/Team Learning
View team learning activity and approve training requests

Training Policy

Tuition Assistance and Technical or Profe...

▸ *Critical Learning Paths* can position staff to excel by specifying the courses most essential to success; many of these courses will teach them about the unique way that the firm does business, while others simply help to develop skills critical for success in our environment
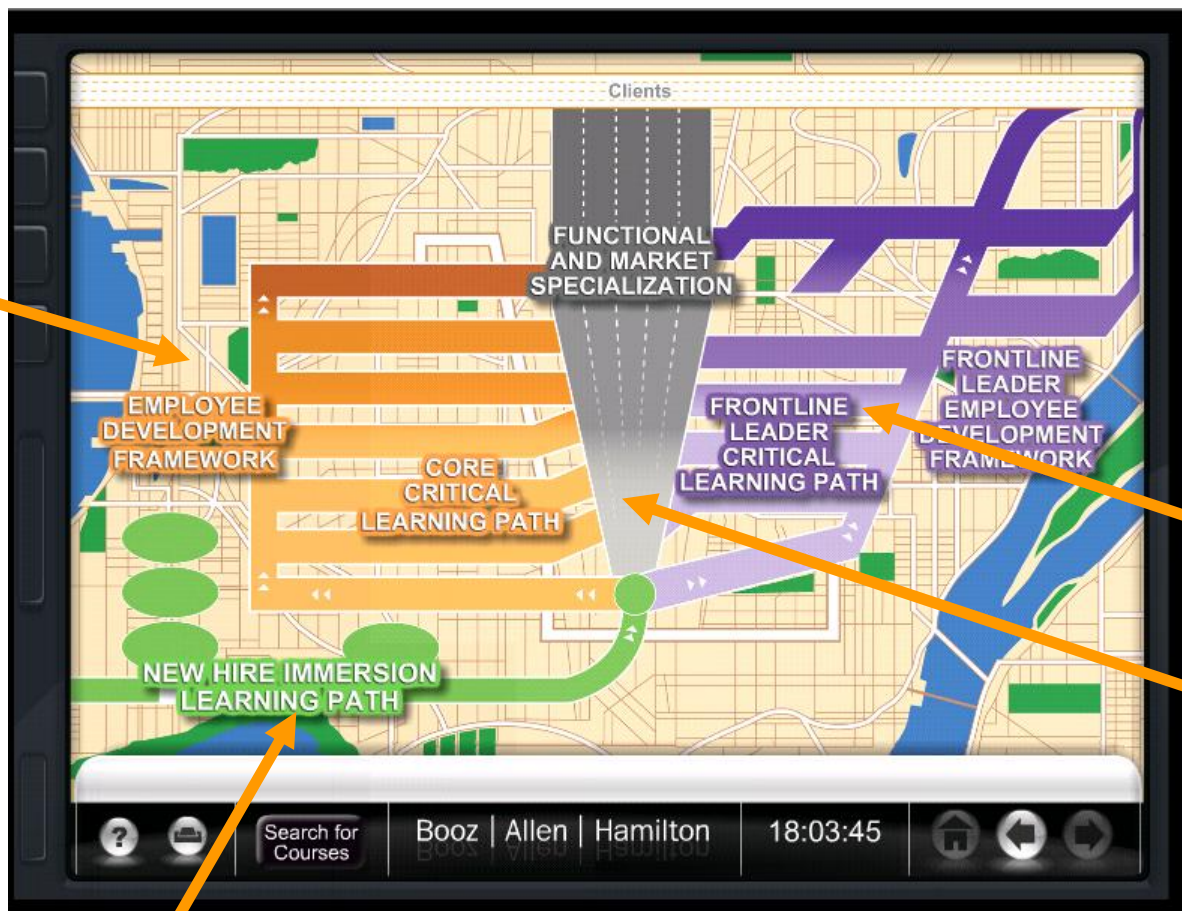
▸ The *Functional Learning* areas help staff to choose their destination by providing guidelines on how to build functional and technical skills

▸ *Employee Development Frameworks* describe how to supplement Critical Paths with learning and development tailored to each individual's competency needs; no matter firm level or role, exploring these frameworks is a side trip worth taking

> Over time, the Navigator will evolve and include new content

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The **Core Critical Learning Path** enables staff to chart their course, providing foundational knowledge on the competencies required to be successful in role

The **Frontline Leader (FLL) Critical Learning Path** prepares FLLs through courses on leadership and people development

Not currently defined paths; the **Functional Learning Areas** will continue to evolve over time

The **New Hire Immersion Learning Path** should be followed by employees in their first months at the firm and includes classroom and self-paced programs

Clients

FUNCTIONAL AND MARKET SPECIALIZATION

EMPLOYEE DEVELOPMENT FRAMEWORK

CORE CRITICAL LEARNING PATH

FRONTLINE LEADER CRITICAL LEARNING PATH

FRONTLINE LEADER EMPLOYEE DEVELOPMENT FRAMEWORK

NEW HIRE IMMERSION LEARNING PATH

Search for Courses

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18:03:45

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Updated Employee Development Frameworks have been released concurrent with the launch of the Learning Navigator

Employee Development Framework

Consultant (Level I) Guide

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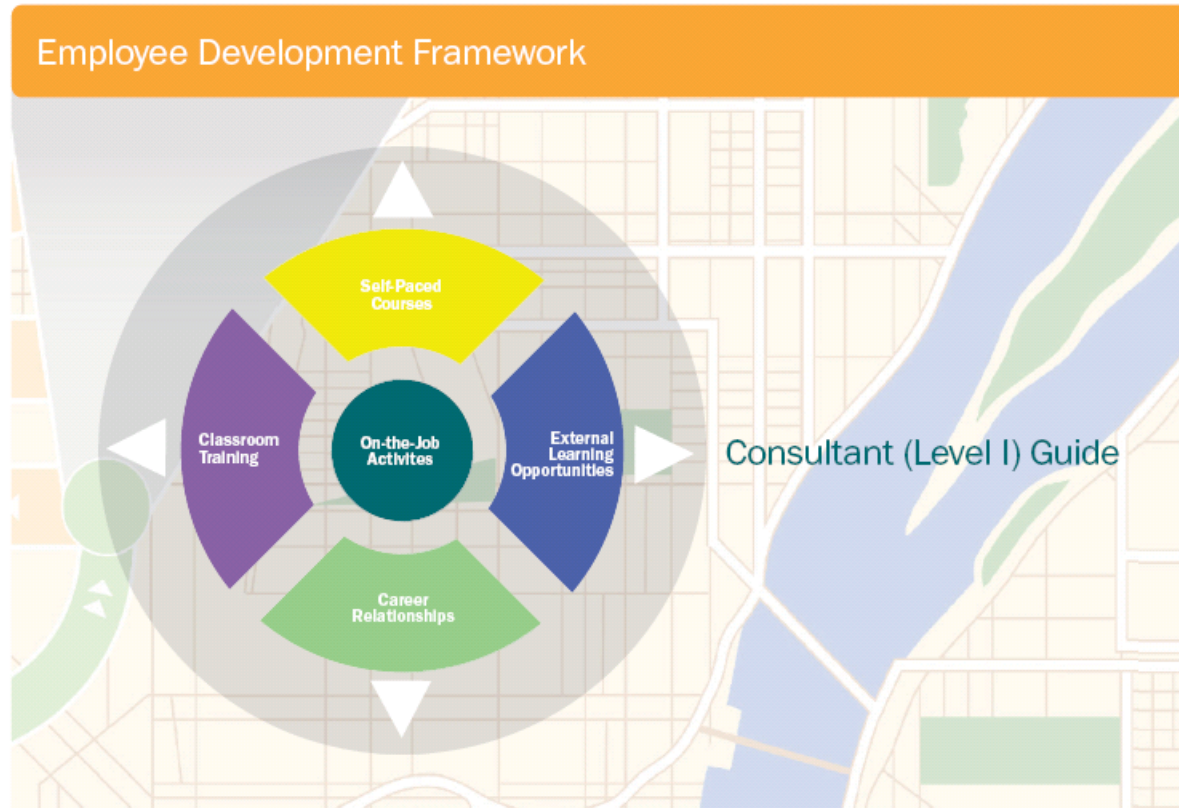
Employee Development Frameworks provide:

▸ Level-specific recommendations for courses and on-the-job activities

▸ Guidance on a variety of ways to enhance competency development

▸ Success Factors tailored to our firm

▸ Tip Card appendix summarizing CLP and EDF info for classroom and self-paced courses

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The Learning Navigator is deployed from people.bah.com via an interactive file with the look/feel of a global positioning system (GPS)

Navigating Your Learning and Development

Think of your career at Booz Allen as a journey. Throughout that journey, the firm is committed to providing you with the resources you need to succeed. Multiple avenues exist for your personal and career development. The **LEARNING NAVIGATOR** will guide you as you explore the many possibilities:

Critical Learning Paths guide you through your first years at the firm – or your first years in a leadership role. *Critical Learning Paths* can position you to excel by specifying the courses most essential to success. Many of these courses will teach you about the unique way that the firm does business, while others simply help you to develop skills critical for success in our environment.

Functional Learning areas provide you with guidelines on how to build your functional and technical skills so that you can best serve your clients.

Employee Development Frameworks educate you on the competency model for your role and the numerous types of learning available to you at Booz Allen. Learn how to find additional opportunities available to meet your unique development needs. *Employee Development Frameworks* provide you with ideas on courses and on-the-job activities that develop competencies at each firm level.

ELM, our learning management system, houses our full library of learning resources. From classroom training to hundreds of self-paced courses, ELM offers a rich variety of learning options. The possible destinations are endless.

As you explore the **LEARNING NAVIGATOR**, you will travel through one of three possible neighborhoods based on your role in the firm. Each neighborhood contains several paths. As you complete each path, you will return to the neighborhood and proceed down another road. Like any GPS, the tool will make a recommendation as to where you should go next.

You can navigate all of the paths in the neighborhood today, or choose to travel only one path at a time. Regardless, you can return to visit any time. You are also encouraged to explore other areas of the *Learning and Development/ELM* page to learn more specifics about the many programs that the firm offers.
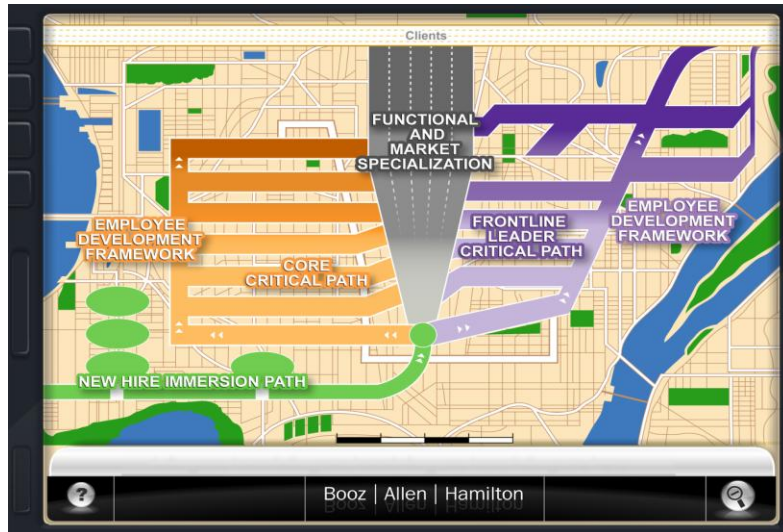
Click on one of the links below to begin your journey, and enjoy your travels!

Client-Facing Staff   **Administrative Professionals**   **Internal Professionals**

Search for Courses | Booz | Allen | Hamilton | 18:00:14

Learning and Development
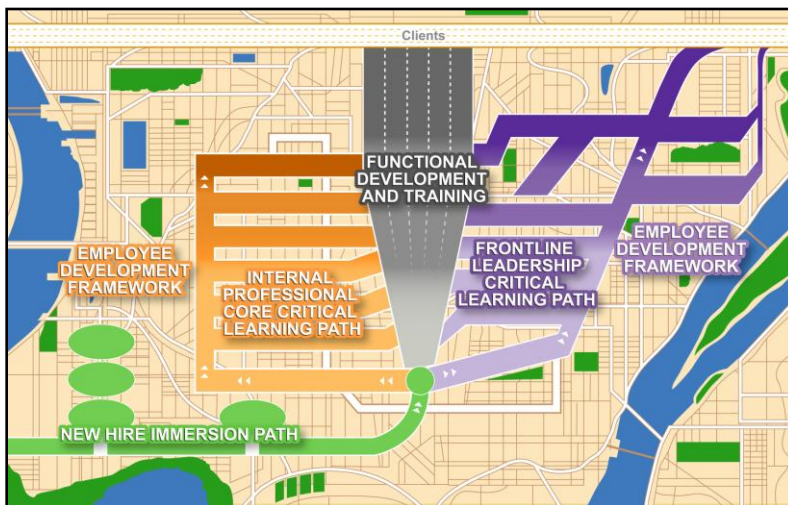
Booz | Allen | Hamilton

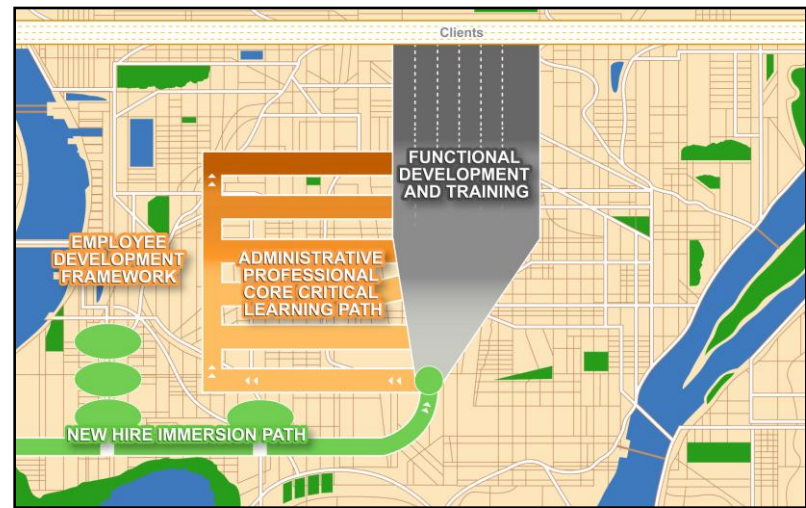# Three modules are tailored to employees' roles in the firm, yet contain common elements

Client-facing Staff

- There are three customized modules
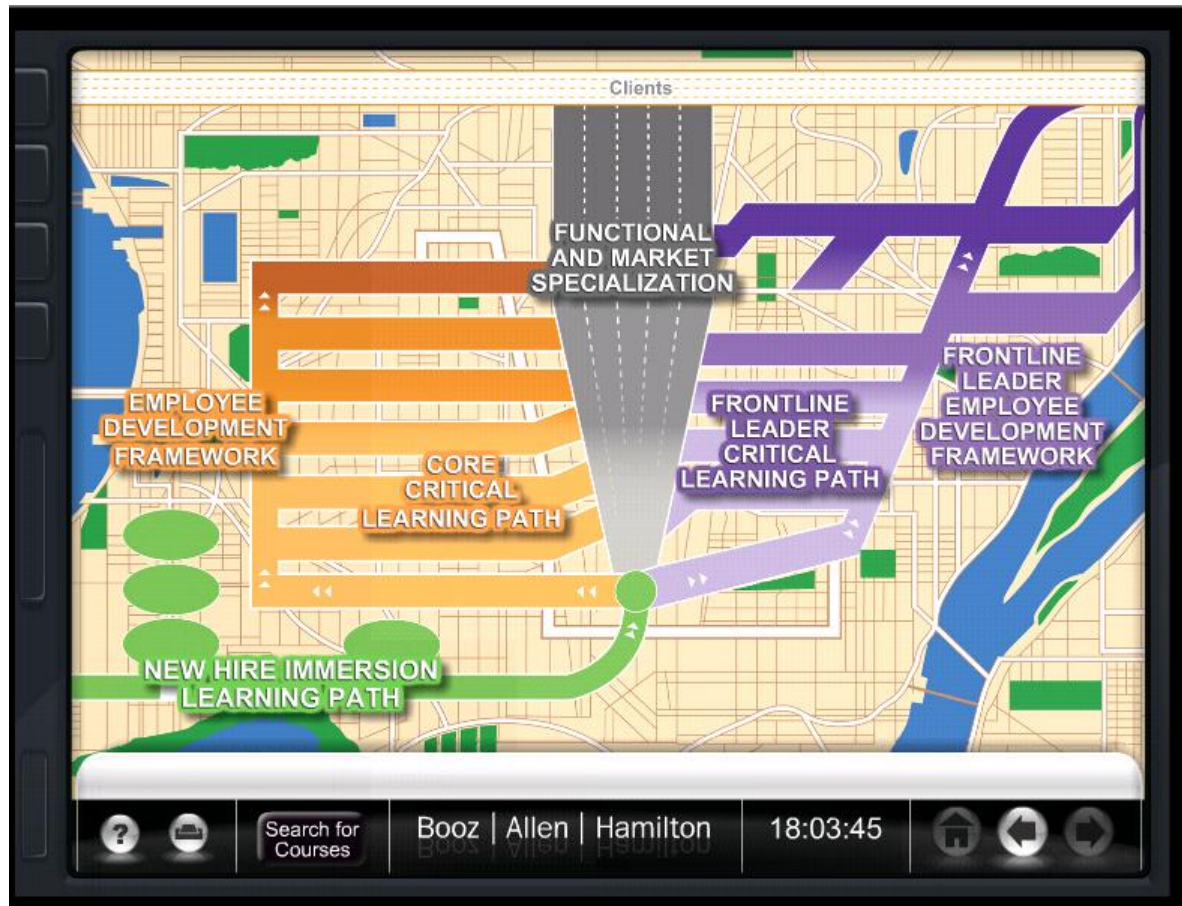- Each has a "neighborhood" view that serves as the starting point for navigating all areas

Administrative Professional

Internal Professional

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Demonstration

Questions