

The NIIT logo consists of the letters "NIIT" in a bold, white, sans-serif font, centered within a white circle. The background of the entire page is dark blue with various abstract geometric shapes: a circle with diagonal lines in the top left, a grid of dots in the top right, a grid of dots in the middle right, and a series of concentric curved lines in the bottom right.

NIIT

How Adaptive Is Your Learning Organization?

Find out with our
preliminary assessment.





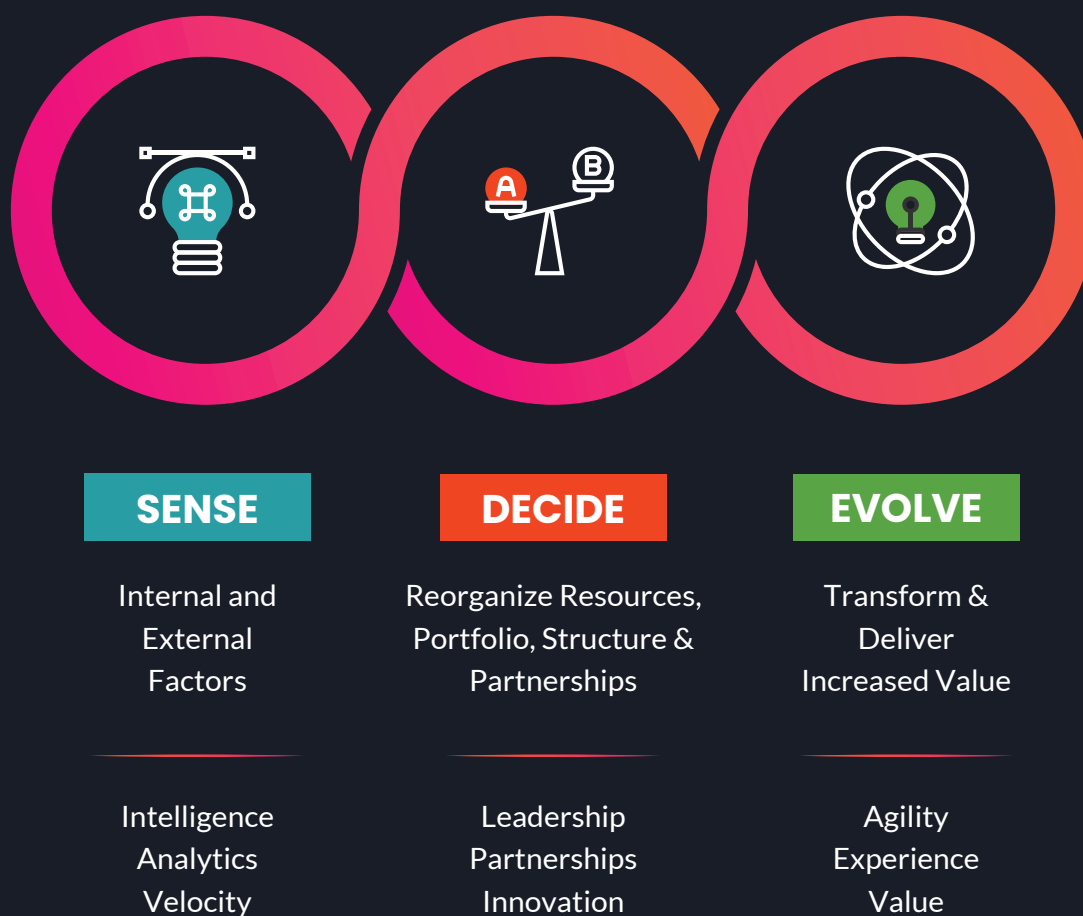
In November 2020, our consulting team partnered with Josh Bersin Academy on a massive research project looking at adaptive learning organizations. While we launched the project before COVID hit, the pandemic gave us an incredible opportunity to observe as the L&D organizations we are working with grappled with an unprecedented level of disruptive change across the enterprise, leading to some deep insights.



Our Adaptive Learning Organizations report is the result of in-depth conversations and surveys with more than 100 large, global companies over nine months.



We found that across the board, Adaptive Learning Organizations spend less on L&D and do more by following the Sense, Decide and Evolve paradigm. They lead in three critical areas - the ability to sense and analyze external and internal market changes, decide, and lead quickly on the right direction, programs, and resources, and evolve and transform their ability to deliver advanced business-centric and personalized learning solutions.





The adaptive learning ecosystem comprises of 15 best practices that can be mapped to each of the Sense, Decide and Evolve paradigms.



SENSE



DECIDE



EVOLVE



Trend Analysis



Leadership Culture



Emerging L&D Technology



Learning Impact



Roles & Capabilities/
Talent Mobility



Design Thinking



Discovering
Learning Needs



Future of the work



Learning in the
flow of work



Digital Strategy



Flexible Capacity



Agile Practices



Personalization

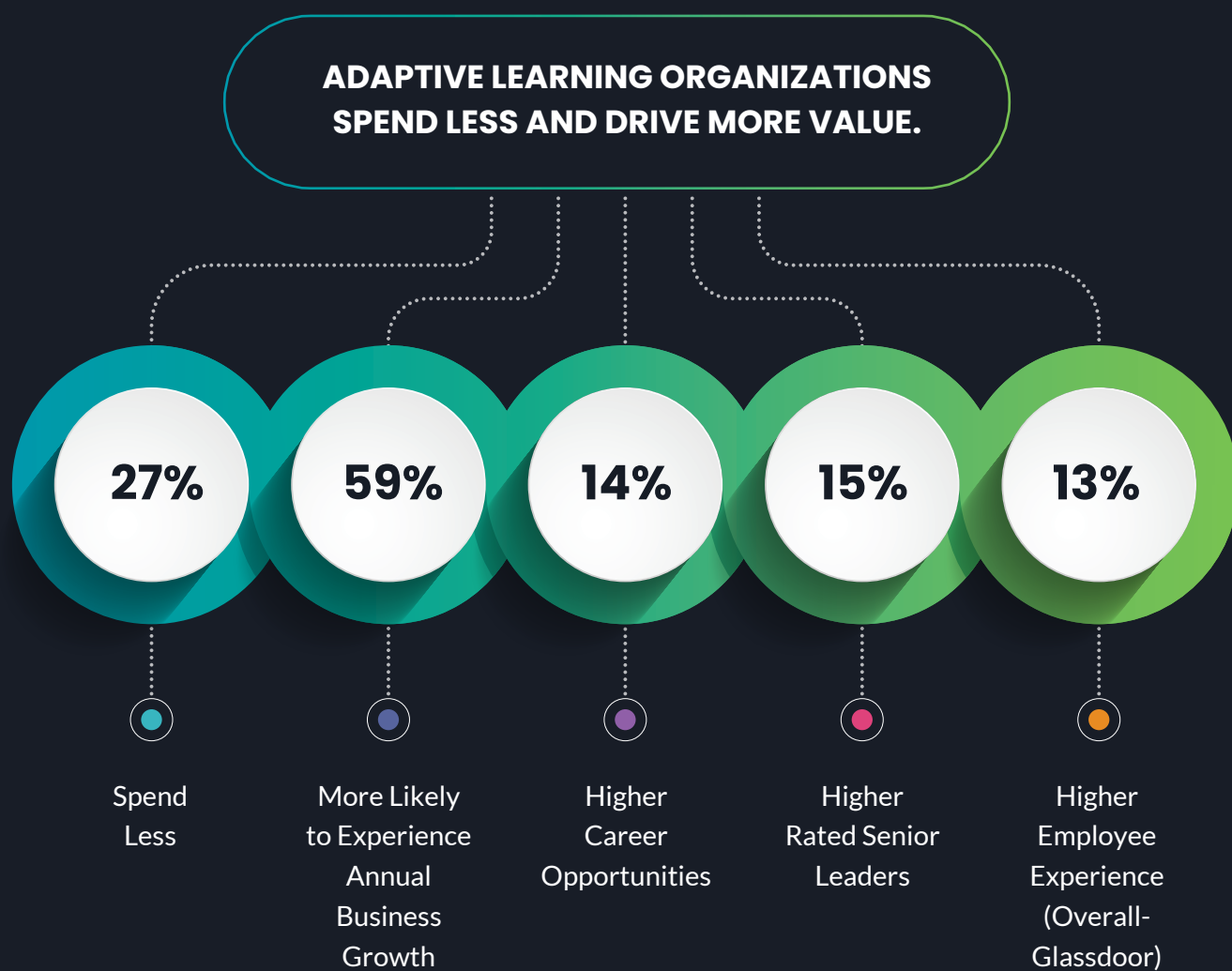


Capability Academies



Learning Journeys

We found that adaptive learning organizations drive greater business and talent value than underperforming organizations at lower costs with better business outcomes.



Download the report at <https://info.niit.com/alo>

Want to Benchmark your Learning Organization?

The Adaptive Learning Assessment is the next step in our Adaptive Learning Organization research in association with Josh Bersin Academy. With this assessment, NIIT's team of expert consultants will assess and benchmark your learning organization against the following parameters as outlined in the research:

3

KEY AREAS

Based on the Sense,
Design and Evolve paradigm

15

BEST PRACTICES

Of Adaptive Learning
Organizations

60

ACTIVITIES

Within those areas and
best practices

Get started and receive a complimentary, preliminary report:
<https://www.niit.com/ALO/index.html>



What you will receive:

A 20-minute survey

An Assessment Report

A preliminary assessment report on the state of your Adaptive Learning Organization against the three key areas, fifteen best practices and sixty activities.

Membership of our Learning Leadership Circle Community

Membership to an exclusive community of L&D leaders who get opportunities to network, participate in research projects, and learn from each other through the year.

Want more?

Schedule a discovery call with our consulting team if you would like to deep-dive:

Personalized Benchmarking

includes 4 hours of interactive labs and a 9-week commitment of up to five hours per week.

In-depth Personalized Assessment Report and Roadmap

with recommendations specific to your organization.

Implementation coaching for 6 months

monthly program management support, check-ins, and sessions by experts

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For questions or comments, please write to businessimpact@niit.com.

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