

A PRACTICAL CHECKLIST FOR SCALING LEARNING

Before scaling your next learning program, it is worth asking the following:

- ☐ Are the learning objectives clear and shared across every delivery pathway?
- ☐ Do we understand our learner segments, including their languages, devices, and contexts?
- ☐ Is the content architecture designed to scale, rather than simply duplicated?
- ☐ Do we have quality standards that every facilitator and reviewer is working from?
- ☐ Can our technology support the audience we are planning for, not just the pilot group?
- ☐ How will learners get support once the program is live at scale?
- ☐ How will we measure learning and performance, not just completion?
- ☐ How will we catch and fix problems once thousands of people are already inside the program?