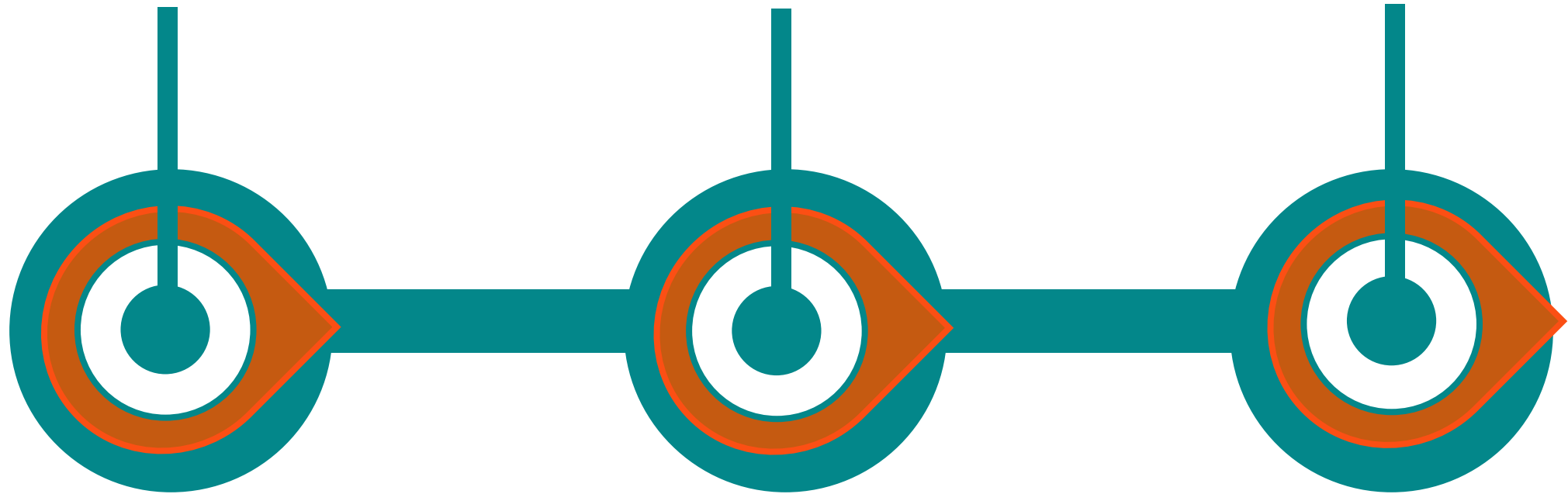


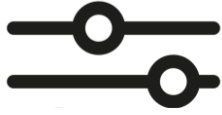
ACS's LEARNING JOURNEY

Alignment

Skill Development

Sustainment





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- ✓ Stakeholder briefing
 - ✓ Executive overview session
 - ✓ Manager or leader overview session
 - ✓ Promotional video and communication
 - ✓ Pre-work activities
 - ✓ Surveys and assessments
 - ✓ eLearning for topic exposure and core skill review



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- ✓ Instructor-led program
 - ✓ Virtual learning program
 - ✓ Individual learning activities
 - ✓ Interim application-on-the-job assignments and activities
 - ✓ Peer to peer subject matter sharing
 - ✓ Additive or supplemental digital assets



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- ✓ Performance support assets
 - ✓ Application reinforcement activities
 - ✓ Refresher or supplemental digital assets
 - ✓ Coaching and mentorship
 - ✓ Post surveys and assessments
 - ✓ Manager-led reinforcement sessions
 - ✓ Success story communication
 - ✓ Leadership team meetings

Real World Example of a Learning Journey

A Learning Journey is designed for knowledge transfer, skill application and connected reinforcement events over time so that the new skills become ingrained as standard behavior or process in the work setting.

