

Strategic eLearning: A Framework for Achieving Sustainable Results

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Abstract

The objective of this paper is to provide a best practices-based framework for developing and implementing effective and measurable eLearning. While there have been numerous implementations of eLearning in many different forms, several studies have shown that eLearning is rarely implemented in a manner that yields strong business results. There are several factors influencing ineffective e-learning solutions including poor planning, a lack of value modeling, a lack of management commitment, and poor curriculum and content planning. The bottom line is that

there are often mis-aligned learning and business goals that adversely affect implementations and drive up long term costs of e-learning systems and content. This paper outlines key data from various sources, outlines important organizational issues, and provides a framework for strategic eLearning that is based on best practices from across the globe. This framework will allow e-learning implementers to avoid the pitfalls that have commonly prevented organizations from maximizing their e-learning investments.