



# Step 1: Learning Evaluation, Align

Identify program goals and evaluate alignment with strategic priorities.

If your program has multiple goals, repeat this sheet for each goal.

What's the goal of the program? (prior to considering alignment)

Which organizational priority/priorities does this goal support?

On a scale of 1 to 10, how well aligned is the program goal to the priority/priorities you listed? Check one.

<i>Vague or no link</i>			<i>Some overlap</i>			<i>Mostly overlapping</i>			<i>Fully aligned</i>	
0	1	2	3	4	5	6	7	8	9	10

How can you adjust your program goal to create greater alignment? Write the new program goal below. Using a different color/symbol, update your alignment rating on the chart above.

Given the level of alignment to strategic priorities, should the program go ahead? Select one.

Yes	No
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If you chose "Yes," but didn't rate alignment as 9 or 10, justify the reasons for proceeding with the program. Otherwise, explain the reasons for your final alignment rating.



# Example Step 1: Learning Evaluation, Align

Identify program goals and evaluate alignment with strategic priorities.

If your program has multiple goals, repeat this sheet for each goal.

What's your program's goal? (prior to considering alignment)

All salespeople to be rated as "good" or "excellent" with regard to product knowledge of the new UltraWidget line

Which organizational priority/priorities does that goal support?

Successful launch of UltraWidget with \$4 million worth of product sold, delivered, and invoiced by the end of Q2 2016

On a scale of 1 to 10, how well aligned is the program goal to the priority/priorities you listed? Select one.

Vague or no link			Some overlap			Mostly overlapping			Fully aligned	
0	1	2	3	4	5	6	7	8	9	10
						✓			✓	

How can you adjust your program goal to create greater alignment?

Write the new program goal below. Using a different color, put a new tick on the chart above.

Salespeople achieve \$4,000,000 worth of UltraWidget sales in the first quarter of 2016, supported by their strong product knowledge and sales skills

Given the level of alignment to strategic priorities, should the program go ahead? Select one.

Yes	No
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If you chose "Yes," but didn't rate alignment as 9 or 10, justify the reasons for proceeding with the program. Otherwise, explain the reasons for your final alignment rating.

The final alignment was rated 9 because the program will focus on improving sales and not production, delivery, and invoicing. Past product launches (e.g., the SuperWidget) suggest that sales training is the most important area of focus.