

ENTERPRISE LEARNING

Executive Diagnostic Overview

Enterprise Learning by Design®

Leadership Education

Designed for sponsors of:
Enterprise Learning | Talent Strategy
Organization Effectiveness | Development
Transformation | Capability Systems

The **Executive Learning Diagnostic** provides an enterprise view of learning as a business capability—informing decisions on governance, investment, and sequencing. It positions learning as a system, not a function. Learning investments rarely translate into clear performance outcomes. This diagnostic establishes that connection—linking leadership intent to measurable capability impact.

SIGNAL FRAMEWORK

The diagnostic produces three independent signals:

- **Maturity** (Readiness) — capability strength today
- **Pain** (Urgency) — risk and pressure to act
- **Clarity** (Direction) — confidence in the path forward

From these signals, the diagnostic surfaces:

- Alignment between leadership priorities and capability systems
- Gaps between design and execution
- Organizational readiness for change and scale
- Where performance is enabled—or constrained

OUTPUTS & INTERPRETATION

Sponsors receive a structured summary of diagnostic outputs and enterprise-level insights, delivered through a guided executive session that translates findings into enterprise-specific meaning and decision direction.

This includes:

- Key signal patterns and interactions
- System-level strengths and gaps
- Directional capability focus areas
- Executive framing of risk and opportunity
- Suggested leadership capability pathways based on observed conditions

LEADERSHIP CONDITIONS FOR USE

This work depends on direct leadership participation. It requires:

- **Executive sponsor:**
A leader accountable for enterprise workforce capability and decision outcomes
- **Cross-functional leadership cohort:**
Enterprise and functional leaders shaping governance, investment, and capability decisions
- **Defined cohort scope:**
Participation limited to leaders with meaningful decision influence
- **Active engagement:**
This is not a delegated assessment—it requires direct leadership involvement

LEADERSHIP COHORT DESIGN

Cohorts are designed to support both diagnostic insight generation and leadership capability activation.

Cohorts are intentionally sized to ensure quality of insight and coherence of discussion:

- **Executive | Core Leadership** (3–6 leaders): Direct ownership of enterprise decisions
- **Extended Leadership Team** (7–12 leaders): Alignment across functions and leadership levels
- **Enterprise Capability Leadership** (13–20 leaders): Structured participation, often split into sub-cohorts

INVESTMENT: Investment in the diagnostic is scoped based on leadership cohort structure and leadership capability learning on cohort and level of engagement. Details are defined following an initial consultation.

LEADERSHIP CAPABILITY PATHWAYS: Diagnostic findings include suggested leadership capability learning pathways based on the conditions identified. Pathways are cohort-based and condition-driven—strengthening how enterprise workforce capability decisions are made, aligned, and sustained. They are most effective when grounded in shared clarity from the Executive Diagnostic.

NEXT STEP For more information initiating the diagnostic, sponsors *contact AIM* <https://aim2day.com/contact-aim/> • VM: 1+610-730-7681. Together, we define cohort structure, engagement approach, timeline, and investment to ensure the work is properly scoped for enterprise impact.