

# NEEDS ANALYSIS & LEARNING STRATEGY: ACCELERATE LEADERSHIP PROGRAM



Diagnosing performance gaps and designing  
targeted, business-aligned learning solutions



INSTRUCTIONAL DESIGN | ANITA ANKELI

# BUSINESS CONTEXT & PROBLEM

Organizations often promote high-performing individual contributors into managerial roles without structured leadership support.

## **Common challenges observed:**

- New managers struggle with handling difficult conversations
- Poor delegation and prioritization leading to team bottlenecks
- Lack of confidence in decision-making
- Low alignment with organizational goals and expectations

These challenges result in reduced team performance, increased employee turnover, and higher management intervention.



# LEARNING NEEDS ANALYSIS

Through interviews, surveys, and observation, the following gaps were identified:

- **Knowledge Gap:** Understanding of leadership principles, feedback techniques, and delegation
- **Skill Gap:** Applying leadership skills in real situations, managing conflict, and prioritizing effectively
- **Behavioral Gap:** Confidence, accountability, and effective communication in managerial role

Analysis indicates that targeted, scenario-based learning with reflection and coaching support is required to address these gaps.



# LEARNING OBJECTIVES

Based on the analysis, the strategic objectives for the program are:

1. Enable new managers to make confident, informed decisions in real workplace scenarios
2. Develop effective communication and feedback skills for team management
3. Promote behavioral change and accountability through reflective practice
4. Ensure alignment with organizational goals and standards for consistent team performance



# LEARNING STRATEGY

The program will utilize a blended, performance-driven approach:

- Digital Microlearning: Short, targeted lessons for just-in-time learning
- Scenario-Based Assessments: Evaluate real-world decision-making
- Coaching & Reflection: Guided discussions and job aids to reinforce learning
- Progressive Phases: Structured learning path from orientation to applied leadership practice

This strategy ensures learning is practical, measurable, and immediately applicable, supporting both individual and organizational outcomes.



# ALIGNMENT TO BUSINESS OUTCOMES

The learning strategy directly addresses business needs:

- Reduces errors and escalations in early managerial decisions
- Increases team productivity and engagement
- Builds confidence and accountability in new managers
- Enhances leadership capability to sustain organizational growth



# WHAT THIS NEEDS ANALYSIS & STRATEGY DEMONSTRATES



This portfolio piece shows my ability to:

- Analyze business problems and learning gaps
- Design strategic learning interventions before any content creation
- Align learning solutions with business outcomes and performance metrics
- Integrate multiple modalities (microlearning, scenarios, coaching, reflection) for maximum impact
- Position myself as a senior instructional designer / learning consultant

