

# Analyzing Needs and Determining Strategies to Improve Performance



**Learn how to turn performance problems  
into opportunities for growth**

## Course Overview

Just as a doctor must accurately diagnose a condition before prescribing the right treatment, a learning and development (L&D) professional must first identify the root causes of performance gaps before recommending effective interventions to elevate performance.

This self-paced course equips L&D professionals with the tools to analyze current vs. desired performance levels and determine whether training—or another type of intervention—is the right solution to closing performance gaps. You'll learn how to align performance strategies with business goals, identify roadblocks, and present clear, actionable recommendations to stakeholders.

### Who Should Take This Course?

- Project managers
- Instructional designers
- Facilitators
- Other professionals involved in performance improvement initiatives

### You'll Learn To:

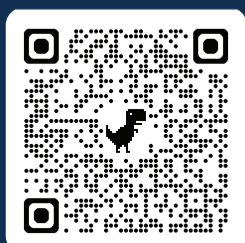
- Conduct a performance needs assessment (PNA)
- Identify root causes of performance gaps
- Distinguish between training and non-training solutions
- Align strategies with business goals
- Prepare PNA and strategy reports
- Communicate findings to clients and stakeholders
- Anticipate and address potential roadblocks

## Course Details

**FORMAT:**  
Self-paced

**DURATION:**  
10 hours

**PREREQUISITE:**  
Foundations of Learning



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