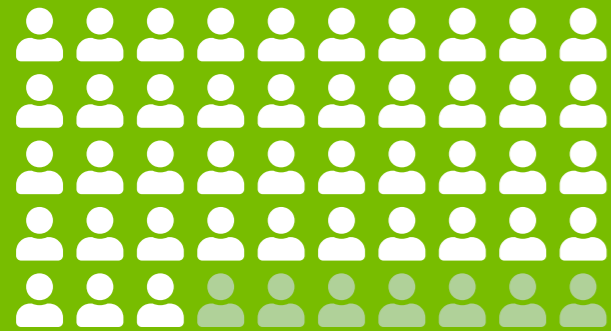


How the “Top Deck” Are Meeting the Needs of the Consumer Learner

(Top Deck Organizations are the top-performing 10 percent of Towards Maturity’s data sample.)



85% allow individuals to learn where it’s convenient to them.

(Vs only 33% of average organizations)



82% say individuals can choose to access learning at any time.

(Vs only 53% of average organizations)



79% ensure people always have easy access to job aids.

(Vs 26% of average organizations)



97% provide activities that help people practice desired outcomes.

(Vs 49% of average organizations)



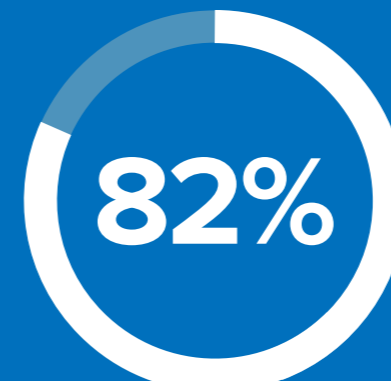
Use a blend of several different learning approaches.

(Vs only 37% of average organizations)



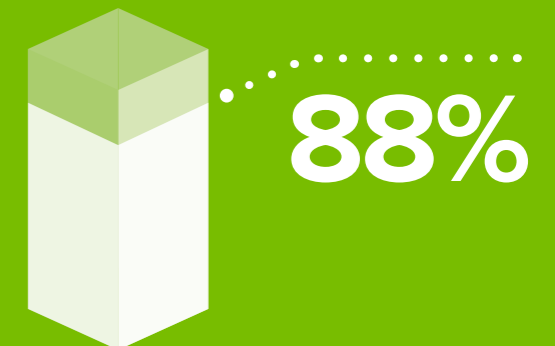
64% provide micro-learning where appropriate.

(Vs only 25% of average organizations)



Develop challenging and stretching tasks to embed learning in behavior.

(Vs only 24% of average organizations)



Of individuals can access online learning that is directly relevant to their job.

(Vs only 45% of average organizations)