DEVLEARN 365▶

Thursday Sept. 18, 2025

Data Without the Drama: How to Consolidate and Visualize Learning Metrics That Matter

Produced by:

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Data Without the Drama

How to Consolidate and Visualize Learning Metrics That Matter

Poll

Which of these best describes your current challenge?

- Data silos
- Too many platforms
- Metrics that don't resonate with leadership

The Credibility Gap in L&D

Activity Based

- Completions
- Attendance / participation
- Training hours logged
- Course satisfaction scores
- Number of programs delivered

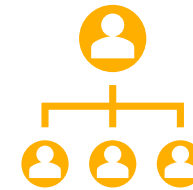**These are easy to count, but don't tell the story of business impact.**

Outcome Based

- Productivity change
- Time-to-competency
- Job performance improvements
- Sales growth / customer outcomes
- Employee retention and internal mobility
- Business KPIs (revenue, efficiency, quality)
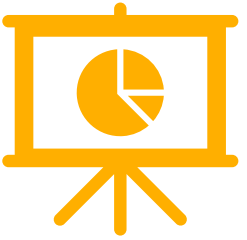
Learning Intelligence

L&D Reports look great

How is this helping us?

Connect the Dots

Reps who completed training ramped up to quoto 30% faster and closed more deals in their first six months.

Data Fluency as a Leadership Skill

Translate learning into business language

Anticipate the questions executives will ask

Build trust with finance, HR, and operations leaders

From Tracking to Predicting

Descriptive Level

Reports "telling" us what happened.

Predictive Level

Insights on:

- Which programs accelerate time-to-competency?

- Where are skill gaps likely to emerge?

- What's the impact of learning on performance or retention?

That's the level where L&D shifts from being a cost center to being a true driver of growth.

Descriptive data tells you: **What happened?**
Example: 50 employees finished onboarding this quarter. This was faster than usual.

Diagnostic data tells you: **Why did it happen?**
Example: Employees finished faster because we added a mentorship program.

Predictive data tells you: **What's likely to happen next?**
Example: Based on current trends, new hires who take the mentorship track will reach full productivity 30% faster.

Poll

- What if your VP asks: "What impact is learning having on performance?"
- How quickly could you respond with credible, business-linked data?

- Minutes
- Days
- Week

Metrics That Matter Right Now

- **The Critical Few**

Performance impact   Productivity   Time-to-competency   Retention and engagemet   Business KPIs

A **clean, simple dashboard** with three to five big-number metrics:

Time-to-Competency ↓ 15%
Sales Productivity ↑ 10%
Employee Retention ↑ 5%

Each metric paired with a small visual cue: up/down arrow, trend line.

Architecture & Consolidation Strategies

Integrate **Enrich** **Visualize**

From scattered systems to a single source of truth.

The Learning Data Maturity Model

Foundational

The priority is connecting systems and establishing a reliable single source of truth.

Insight Driven (Predictive)

You're linking learning to the KPIs that matter most to your business — productivity, retention, revenue.

The Learning Intelligence Playbook

Predictive:
Use analytics & AI
→ forecast
& recommend

Foundational:
Connect systems →
single source of truth

Learning Intelligence

Impact:
Show business
outcomes → build trust
with stakeholders

Insight-Driven:
Focus on metrics
that matter →
link to KPIs

- AI automatically consolidates LMS, HRIS, CRM data

- AI identifies patterns, predicts outcomes

- AI generates dashboards that highlight what matters

Don't Stay in the Drama Zone

- We defined learning intelligence,

- We exposed the hidden costs of data silos,

- We identified the metrics that really matter,

- We looked at how to architect a connected ecosystem,

- And we explored how AI can accelerate visualization and insight.

Call to action: **Don't let data stay in the drama zone.**

Start small, pick one system to consolidate, one metric that matters, and build from there. If you need help with your AI initiatives as a company, give us a call – we have a strategist for that.