



**SynrgiseDigital**



**SYNRGISE**

LEARNING NEEDS ANALYSIS

[www.synrgise.com](http://www.synrgise.com)

# Introduction

## Why Choose Our Learning Needs Analysis Services?

Leveraging our deep expertise in **eLearning, LMS technology, and instructional design**, we offer a comprehensive, systematic approach to uncovering your organisation's unique learning needs. Our tailored process goes beyond just identifying gaps – we collaborate closely with your team to **understand your goals, culture, and challenges**, ensuring that each training initiative is not only targeted and impactful but also scalable for long-term success.

By aligning learning solutions with your business objectives, we create a **sustainable training strategy** that drives performance, fosters employee growth, and delivers measurable results.

# OFFERING

## Comprehensive Discovery

Work alongside our team of **experienced and dedicated consultants** to craft a bespoke learning strategy that addresses your organisation's unique needs. We bring a wealth of expertise in training and development to help you **achieve your objectives with precision and impact**. Together, we'll explore the nuances of your organisation's challenges and opportunities, ensuring that every solution is **tailored for success**.

- **Define precise training goals** and address key organizational challenges: Through in-depth discussions and analysis, we'll work with you to pinpoint specific training needs that align with your business priorities and overcome any barriers to success.
- **Assess current skill levels** and forecast future requirements: We take a thorough, data-driven approach to evaluate your team's existing skills and capabilities, while also anticipating future skill demands to ensure your workforce is always prepared for what's ahead.
- **Set clear, measurable objectives** for learning and development: With a strategic focus, we'll help you establish actionable and measurable learning goals that align with both individual performance and overarching business outcomes, ensuring that every initiative drives tangible progress.



## Data Collection & Analysis

Through a comprehensive, multi-faceted approach, we **gather and analyse critical insights** to ensure we fully understand your organisation's learning landscape. Our methods are designed to provide a deep, nuanced view of your **team's needs, strengths, and areas for growth**:

- **Surveys and questionnaires:** We use targeted surveys and carefully crafted questionnaires to assess employee skill levels, uncover knowledge gaps, and gather feedback on current learning needs.
- **One-on-one interviews:** Our consultants conduct in-depth interviews with key stakeholders and learners to capture qualitative insights, helping us understand specific challenges, aspirations, and expectations for training.
- **Performance metrics:** By analysing key performance data, we identify existing strengths and potential areas for improvement, ensuring that training priorities are informed by concrete, measurable evidence.



Once this information is gathered, we provide you with a **comprehensive, actionable report** outlining:



**Identified skills gaps and training priorities:**

A clear breakdown of the most critical areas for improvement, prioritized according to your organisation's immediate and long-term goals.



**Tailored recommendations for curriculum development and delivery:**

Customised guidance on how to develop and implement a training curriculum that directly addresses your needs, using the most effective delivery methods for your team.



**Strategies to align learning with business objectives:**

Actionable strategies to integrate learning initiatives with your overall business strategy, ensuring that every training program drives performance and supports your organisational goals.

# HOW IT WORKS



**Initial Consultation:** We define your goals and scope during an introductory meeting.



**Discovery & Analysis:** Collaborate with your team to gather data through surveys, interviews, and performance evaluations.



**Reporting:** We deliver a comprehensive report with actionable insights and a roadmap for next steps.

# WHO BENEFITS?

Our services are ideal for:

1

Businesses seeking to upskill their workforce.

2

Educational institutions designing modern learning experiences.

3

Nonprofits and government agencies focused on workforce development.

# Our Clients

Join the ranks of leading South African brands and educational institutions who trust **SynrgiseLearn** to elevate their learning and development initiatives. For a full list of our clients, visit our website. We are proud to partner with organisations of all sizes and industries, helping them achieve their educational goals and drive success.

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# Contact Us



Let's Start Your Journey. Take the first step toward impactful learning experiences.

Schedule a consultation today and discover how our Learning Needs Analysis can drive your organization's success.

**JONATHAN STACCO**  
**Business Development Manager**



+27 60 615 8913



jonathan@synrgise.com



www.synrgise.com



17 Thora Crescent, Wynberg, JHB