PLATO

A practical learning assessment tool for organizations

Managing knowledge is vital for your organization to thrive and innovate in today's economy. Valuable and non-substitutable knowledge resources also provide a source of sustained competitive advantage for your organization. Through organizational learning, your organization can renew itself continuously to meet the changing demands of your clients and stakeholders. The organizational ability to tap, connect and apply workforce knowledge requires supportive organizational processes and structures that stimulates informal and formal learning.

Learning can help your teams benefit from experiences and good practices to better accomplish tasks, challenges and ultimately career development. Instead of a checkbox at the yearly performance review, learning should be an integrated internal process that can be validated, tested and reflected in policies, products and services. Plato© evaluates your processes, structures and staff perception of learning and identifies opportunities for growth.

Human Capital

Structural Capital

Relationship Capital

Tangible Assets

Better Work Performance

Understanding the drivers and constraints of organizational learning can help improve your organization's knowledge sharing and learning capabilities.

Plato© assesses your organization's proficiency for learning and knowledge sharing on 10 dimensions. Each dimension has unique and clearly defined characteristics that describes its relevance for your organization. The survey questions can be adjusted and expanded to reflect your objectives. The survey findings can be used in an analytical scoring card that ranks your organization's knowledge and learning maturity level.

10 PLATO© dimensions

Leadership & Culture
- Knowledge and learning viewed as a strategic priority
- Knowledge and learning partnerships and networks
- Evidence/Metrics/Impact

Capacities & Structures
- On learning and knowledge sharing (Modified Kirkpatrick model)
- Roles and accountabilities
- Ability to develop and deliver KPS
- Ability to transform systematically learning into the organization and to partners

Tools & Systems
- Ease and use of systems
- Tools to capture/share
- Collaboration and teamwork

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