



LEARNING & PERFORMANCE SYSTEMS (LPS)

Building Organizational Capability Through Learning

Learning, Capacity & Modernization Practice Area

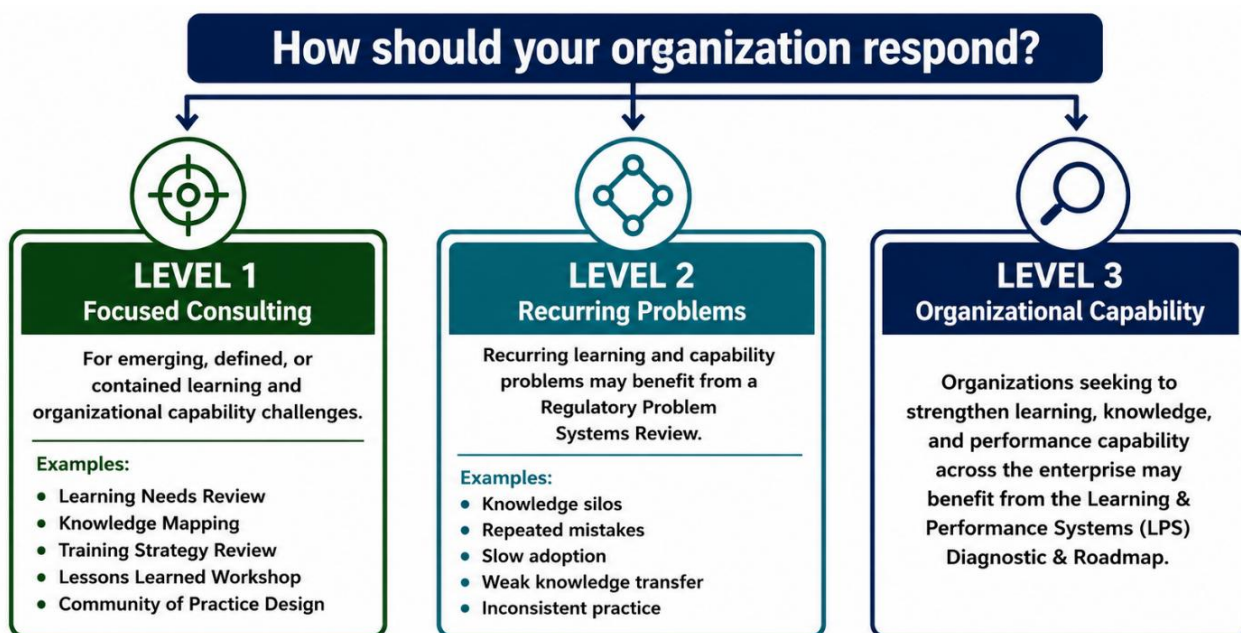
Every regulatory organization invests in learning through training, governance education, operational experience, stakeholder feedback, and modernization initiatives.

The challenge is not creating knowledge—it's ensuring that learning strengthens organizational capability, improves performance, supports adaptation, and contributes to better public-protection outcomes.

Organizations that learn intentionally are generally better positioned to adapt to change, strengthen performance, preserve organizational knowledge, and build long-term capability.

Common Organizational Challenges

- Learning investments are increasing but organizational outcomes remain unclear.
- Knowledge is difficult to retain or transfer.
- Lessons learned aren't consistently applied.
- Capability gaps persist
- Continuous improvement efforts lose momentum



***Not every challenge requires the same response.
Choose the approach that best matches the nature and scope of the problem.***



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Level 3 - Learning & Performance Systems (LPS) Diagnostic & Roadmap

For organizations seeking to strengthen enterprise-wide learning capability.

The Learning & Performance Systems Diagnostic assesses how effectively learning, knowledge management, capability development, and continuous improvement function together as an integrated organizational system, and provides a practical roadmap for strengthening enterprise-wide capability.

The Diagnostic assesses four integrated dimensions:

1. **Learning Strategy, Governance & Culture** – strategic alignment, leadership, culture, and future capability.
2. **Knowledge & Skills Lifecycle** – creation, sharing, transfer, and application of organizational knowledge.
3. **Application & Performance Improvement** – translating learning into organizational performance and continuous improvement.
4. **Evaluation & Ecosystem Learning** – evaluating, sustaining, and continuously improving learning capability.

You'll receive:

- Organizational maturity profile
- Key findings and recommendations
- Customized implementation roadmap
- Executive summary
- Optional implementation support

Designed for: Registrars, CEOs, senior leadership teams, HR and learning leaders, governance committees, and organizations pursuing modernization or workforce capability.

Build Organizational Capability Through Learning

Learning should strengthen organizational capability—not simply transfer knowledge.

For more information, contact jordan@upstreammanagesolutions.com

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