Mind map

LNT: from business problem to competency

LNT with direction

Wish list

- Asking leaders for topics by email
- Trendy topics and courses seen on LinkedIn
- A catalog is not a diagnosis

The right direction

- Start from a business problem
- Work backward to the competency
- Use metrics the company already tracks

Four sources of evidence

- Business indicators, compared
- People data and exit interviews
- Structured listening with a script
- Applied behavioral assessment

Competency or something else?

- Process, tools, goals or understaffing
- Training won't fix a broken process
- Cutting shows sound judgment

Why now

- 67% struggle to find qualified candidates (FGV)
- If you can't hire ready, develop

Final deliverable

- Problem, metric and target competency
- Audience and written change hypothesis
- Set reassessment date

Action plan

1. Start from a business problem you already measure
2. Cross at least three of the four sources
3. Ask whether it's a competency gap or something else
4. Cut what is really process, tools or goals
5. Record the six columns for each priority

Key takeaway

A useful LNT starts with a business problem, not a course catalog.

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