Learning and Development (L&D) is essential for employees’ peak performance, engagement and work confidence. Without the right analytics tools, L&D organizations struggle to correlate learning and performance. How can your organization become part of the Vanguard?

**Baseline experiences with analytics**

Learning Analytics
Baseline: 77%
Vanguard: 94%

Performance Analytics
Baseline: 64%
Vanguard: 83%

HR Analytics
Baseline: 60%
Vanguard: 80%

**L&D ACTS EFFECTIVELY**

Vanguard organizations report the following effective actions using performance analytics:

- Leverage factors to increase productivity: 96%
- Support employees with business-building skills: 64%
- Make data-driven decisions on learning investments: 57%
- Use a quality cycle in their products or services: 59%

**L&D BUILDS THE BUSINESS**

Vanguard organizations make the business case and produce business-oriented results by leveraging analytics for strategic instead of tactical purposes.

- Experience increased learning for business leaders: 52%
- Support employees with business-building skills: 47%
- Increase productivity: 55%
- Use a quality cycle in their products or services: 59%

**L&D ACHIEVES BUSINESS OUTCOMES**

Vanguard organizations achieve the following benefits from performance analytics.

- See increased skills and capabilities in the workforce: 96%
- See greater levels of employee engagement: 52%
- Experience increased learning for business leaders: 47%
- Support employees with business-building skills: 55%

**Performance Analytics Bolsters Business Impact**

Vanguard organizations measure key performance indicators for business impact at significantly higher rates than baseline organizations.

- Employee Satisfaction: Vanguard 69%, Baseline 47%
- Customer Satisfaction: Vanguard 50%, Baseline 29%
- Productivity Improvement: Vanguard 65%, Baseline 46%

**Performance Analytics Exemplify Efficiency**

Vanguard organizations use performance analytics to equip employees with the skills needed to support the business (83%), discover and leverage factors that increase productivity (62%), and enhance L&D efforts on the key factors of employee performance (49%).