

# WHAT IS LEARNING MANAGEMENT

by Mads Heising

Some people have a need to acquire new competencies.

New competencies are not injected into or crystallised inside people; they can only be acquired through a process of exposure: *Learning*.

Whenever there is an expectation regarding the *efficiency* or *effectiveness* of the learning activities, someone has to lay a hand on the process and lead the activities performed by either trainers or learners - or both.

If management is the process of securing that activities leads to a desired outcome, then *Learning management* is the process of selecting and governing the activities leading to people getting the desired competencies.

To do this you must observe the Learning Activities you offer and determine:

- What you want
- What you are getting
- What to change

To know what to change, you must understand how the relevant mechanisms work - in this case, how learning works.

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