

Example:

Knowledge / Skills	Observable behaviors	Key results	Company goals
<i>Knowledge of learning transfer and its key influences</i>	<i>L&D team implement Evidence-based Learning Transfer best practices in 100% of new courses</i>	<i>70% of training participants report using new skills on the job after training</i>	<i>Increase employee engagement scores as measured by our annual survey</i>
<i>Skills in designing effective</i>		<i>60% of training participants complete learning action plans</i>	
<i>Knowledge of effective learning design</i>		<i>80% of Manager Learning Guides opened by managers before and after training</i>	