

LEARNFRAME SOLUTIONS

The L&D; Health Check

10 Questions Every Scaling Company Should Ask About Their Training

This diagnostic tool is designed for companies with 50–500 employees that suspect their training function isn't keeping pace with the business. Work through each question honestly — the gaps it surfaces are usually the ones costing you the most.

Score yourself 1–5 on each question (1 = strongly disagree, 5 = strongly agree). Your total score at the end will tell you where you stand and what to prioritise.

Time required: 15–20 minutes

Best completed by: CEO, Head of HR, L&D; Manager, or whoever currently owns training

Score yourself honestly

For each question, score 1–5 (1 = strongly disagree, 5 = strongly agree). Write your score in the box.

Q1 We have a clear, documented learning strategy that connects to business objectives.

Score: ___/5

Why this matters: Without a strategy, training tends to be reactive — responding to requests rather than driving outcomes. This is the most common gap in scaling companies.

Red flags: Training happens because someone asked for it, not because it was planned. No one can articulate what the L&D; function is trying to achieve this year.

Q2 New hires consistently report that their onboarding prepared them to be productive in their role.

Score: ___/5

Why this matters: Onboarding is typically the first thing that breaks as a company scales. What worked at 30 people rarely works at 100. Poor onboarding directly impacts time-to-productivity and early attrition.

Red flags: Onboarding is “sit with someone for a week.” No structured programme exists. Different teams do it differently. New hires still feel lost after 30 days.

Q3 Our compliance training changes behaviour, not just completion rates.

Score: ___/5

Why this matters: Most compliance training exists to tick a regulatory box. But if your team completes training and then doesn't change how they work, you have a liability dressed up as a learning programme.

Red flags: 95% completion, zero measurable behaviour change. People click through as fast as possible. You couldn't demonstrate genuine understanding in an audit.

Q4 We can measure the business impact of our training investments, not just participation.

Score: ___/5

Why this matters: If you can't connect training to business outcomes (faster onboarding, fewer errors, improved performance), you can't justify investment — and leadership will eventually question the budget.

Red flags: Your only metrics are completion rates and satisfaction scores. Nobody has asked “what did we get for that spend?” yet — but they will.

Q5 We have someone with genuine L&D; expertise setting our learning strategy (not just HR covering it).

Score: ___/5

Why this matters: HR and L&D; are different disciplines. HR professionals are brilliant at what they do, but designing effective learning programmes requires specific instructional design and strategy expertise.

Red flags: HR is “doing their best” with training. Learning decisions are made by people without L&D; backgrounds. Training purchases are vendor-led, not strategy-led.

Q6 Our digital learning content is engaging, current, and designed for how adults actually learn.

Score: ___/5

Why this matters: Content quality determines whether people learn or just comply. Most off-the-shelf eLearning is generic and forgettable. Custom content that reflects your context, your language, and your challenges performs fundamentally better.

Red flags: Your eLearning was last updated two years ago. People describe it as “boring.” You’re using generic off-the-shelf content that doesn’t reflect your business.

Q7 Our technology stack (LMS, tools, platforms) supports our learning goals rather than constraining them.

Score: ___/5

Why this matters: Many companies are locked into platforms that served them at an earlier stage but now limit what’s possible. The technology should enable your strategy, not dictate it.

Red flags: Your LMS is a filing cabinet, not a learning platform. You chose it because it was cheap/free, not because it was right. You’re working around its limitations daily.

Q8 Our managers are actively involved in developing their teams, not just delegating it to a training system.

Score: ___/5

Why this matters: The most effective learning happens in the flow of work, supported by managers. If managers see development as “something HR handles,” your training investment will underperform.

Red flags: Managers forward training requests to HR without context. Nobody has a development conversation at performance review time. “I’m too busy for coaching.”

Q9 We have a plan for how AI will affect our training and development approach in the next 12 months.

Score: ___/5

Why this matters: AI is changing how work gets done, how skills become obsolete, and how learning can be delivered. Companies without a plan are already falling behind — not in technology, but in workforce readiness.

Red flags: You’ve purchased AI tools but adoption has stalled. No one has thought about how AI changes what your people need to learn. Your training content doesn’t mention AI at all.

Q10 If our best trainer or subject matter expert left tomorrow, their knowledge would survive in our systems.

Score: ___/5

Why this matters: Knowledge that lives only in people’s heads is fragile. Companies that convert critical expertise into structured, accessible learning assets build something that compounds rather than depletes.

Red flags: There’s one person who “knows everything.” Key processes aren’t documented. If Sarah goes on holiday, nobody can run the training.

YOUR RESULTS

What your score means

40–50	Strong foundation Your L&D; function is well-established. Focus on optimisation, AI integration, and staying ahead of the curve. Consider whether a strategic review could unlock the next level.
25–39	Good but gaps exist You have the basics in place but there are clear areas holding you back. Targeted investment in the lowest-scoring areas will have the highest impact. This is where most scaling companies sit.
10–24	Significant gaps Your training function is likely reactive, under-resourced, or both. The good news: you now know exactly where the problems are. A structured approach to addressing these gaps will deliver measurable returns.

NEXT STEPS

Want to talk through your results?

This health check is designed to surface where the gaps are — not to solve them in a document. If you'd like to walk through your scores with someone who's helped dozens of companies address exactly these challenges, I'm happy to do a free 30-minute discovery call. No pitch, no obligation — just an experienced pair of eyes on your situation.

Book a call: www.learnframe.com/contact

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