

# Chief Learning Officer Significant Role

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**Abstract:** The lifelong process of learning is everything but complete after stepping into the professional life. In fact, the corporate body has a department solely dedicated to the concept of learning, talent harvest and refinement of abilities. Chief Learning Officers or a CLO is the most important corporate position in the learning department. They are responsible for refining the talent and skills of the people keeping every strategy aligned with the general goals and checkpoints of the whole corporate.

**Keywords:** Chief, learning, Methods, Officer, Teacher, Education



## 1. INTRODUCTION

The mentors or in another word Chief Learning Officers (CLO) pay a particular importance to factors that help in garnishing the potential of both the employee and the company as a whole. They set goals, motivations, and inducements. They stir the employee's thought process in the way of coaching and provide better guidelines for a productive employee-client relationship. The CLO enable the workers to expand their area of expertise by refining their raw talents. Coaching is done by a specialized professional who understands the process well while mentoring can be done by co-workers or people who share a common workplace [1]. Today it is a common belief that for people to succeed, the life-long learning process is an absolute requirement. At first, spending some years in learning and later opting for practical application of that knowledge was the initiative but today the need of the moment is to indulge in the education process along with utilizing that knowledge in a particular field of expertise. You learn, and you work regardless of your shades and without disturbing your great life routine. Evening classes are conducted with properly scheduled examination system. The life-long learning process is mostly important for people with lower qualification who cannot compete in the healthy competition without the necessary credentials or without polishing their raw talents. For improving their lifestyles and standards of living it is important for them not to give up education but continue learning and acquiring certificates, diplomas and degrees when and wherever possible. The company makes it possible by arranging regular training and coaching sessions. The learning institutes also award certificates and diplomas to people who complete their courses. Some courses are optional while others are necessary to obtain a promotion. However,

part-time education, part time job and family life should be kept in equilibrium to avoid psychological pressure [2].

## 2. DISCUSSION

Expectations from employees have roots in recognizing their latent abilities and potentials. People management, therefore, plays a crucial role in determining who is suitable for what role and the overall success rate of the business altogether. The people management strategies cannot be successfully met without taking the corporate learning up a level with each target. The CLOs together with Human Resources HR ensures that the hiring of people should be done according to the devised and approved standard. Corruption, bribery, and nepotism should be struck down, and merit-based recruit should be made guaranteed. Coaching and mentoring should be done on a regular basis to keep the employee up to date with the modern techniques and business interactions. Moreover, checkpoints to evaluate each employee's performance should be well thought of and managed. Periodic assessments and quality control tests should be performed. Some companies conduct annual evaluation and grants compensation to the people who meet the target [3]. Future planning and role assigning are essential to see if present working is in league with the success rate. In case of necessity, employees should be assigned to chalk out the future roadmap of various projects. Maintaining this method not only the interest of the employees will be meet the naked eye, but many new ideas can be brought to focus. Worker satisfaction surveys should be regularly conducted and should be composed in an intelligent manner to obtain access to various critical points that are suspicious to the overall welfare of the company. Incentives and bonuses should be highlighted more often and exemplified. Honor employees should be stressed to keep the general morale high and keep alive the sense of achievement among the workers. The management strategy is unique to every company and by its organizational culture, policies, labor potential, and financial solidarity. The endeavor should be towards success by keeping pace with the subordinate units, making sure of their satisfaction and morale level. If the compartmentalized units are healthy, then the overall company or business thrives. Thus, the units are deteriorating with hidden grievances and regrets, then everything is in constant jeopardy as the labor cannot be removed without collapsing the structure. Which means that new labors cannot be hired without proper recruitment and assurances. Therefore, care should be taken to meet the level of satisfaction [4]. In the modern era of technology, it is critical for every

company in the endeavor to success. To keep in touch with all the current range of innovation, they have a separate IT department which controls and manages the infrastructure. The company will have to invest a lot into such technological advances such as organizing a new transportation fleet which efficiently tackles noise and air pollution. Moreover, technological advances for coping with business information input and breaches have to be introduced. A better system for input and handling of information in different departments and segmentation must be introduced with a new line of IT. The company will have to invest a lot into digitization of entire procedures. Care should be taken however to ensure the purity of natural environment does not fade away. Routine awareness campaigns to educate the general public must also be planned and programmed to make sure the people know what they are buying and why they should keep their trusts in the company and its products. Everything from the gist to the surface is planned and executed perfectly [5].

### **3. CONCLUSION**

The learning is not specifically dwelled in books and literature rather the CLOs make certain that the learning is achieved by experience, coaching, mentoring, psychological investment and other training platforms. Organizational ethics ascertain that for the corporate body employees are the essential assets required for the perfect accomplishment of tasks as set by the corporate heads. If the property is not refined, then the output will not be able to meet the set quality, and everything will eventually fall without being able to stand stolidly in the first place. This would be met with a loss at the hands of the company leading to notoriety and failure to meet the ever increasing competition in the global market. Inability to conform the global sustainability will mean a general downfall altogether. A strong learning department with a good CLO is therefore a necessity that all corporate bodies should conform regardless of the investments that it would have to make.

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