



Designing Cohorts at Scale



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Cohort-based learning enables impactful upskilling at scale.

Cohort learning is a social learning experience for a group of learners to build skills together over a specified period of time. Cohort models provide structured pathways for continuous skill development. With personalized guidance and peer motivation, participants progress together through experiential challenges. For company leaders, cohort programs boost capability building across the enterprise. Shared learning experiences can drive organizational change and unite workforces around future-proof skills.

Key Aspects of a Successful Cohort Learning Program

- *Aligning Learning Strategy to be reflected in scalable learning programs*
- *Addressing cultural intricacies, such as localization, language, and regional operations, as part of a cohort learning program*
- *Running multiple concurrent cohorts at the same time*
- *Integrated communications and events that drive learner engagement*
- *Driving both learner and organizational outcomes.*

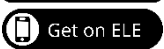
Tools and Tips to Bring Back Home

- [DEI Transformation | Deloitte & Goodyear Designing Cohort Learning to Scale | ELE Insights](#)
- [Collaborative Learning: The Key to Better Performance in a Hybrid World of Work](#)
- [Onboarding for Large M&A | Designing Cohort Learning to Scale | Goodyear Case Study](#)



My Plan to Act

- 1.
- 2.
- 3.



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