# Article information:

test – JanBletz.nl  
<https://www.janbletz.nl/doorgedacht/test/>

# Article summary:

1. L&D is evolving from an operational role to a strategic driving force, and must use performance consulting to determine the real learning needs.

2. The L&D performance consulting tool provides 15 questions that need to be asked in order to design, deliver, evaluate, and embed learning solutions.

3. A learning performance analysis is essential for effective learning programs, and L&D should take a performance consulting approach to identify the real performance problems and define measurable value for the organization.

# Article rating:

May be slightly imbalanced: The article presents the information in a generally reliable way, but there are minor points of consideration that could be explored further or claims that are not fully backed by appropriate evidence. Some perspectives may also be omitted, and you are encouraged to use the research topics section to explore the topic further.

# Article analysis:

The article “How Can L&D Use Performance Consulting To Determine The Real Learning Needs?” by Jan Bletz is a comprehensive overview of how Learning & Development (L&D) professionals can use performance consulting to identify the real learning needs of an organization. The article provides 15 questions that need to be asked in order to design, deliver, evaluate, and embed learning solutions into the organization’s workflow.

The article is written in a clear and concise manner which makes it easy for readers to understand the concepts discussed within it. It also provides detailed explanations of each question as well as examples of how they can be applied in practice. Additionally, the article includes sources from two experts in the field which adds credibility to its content.

However, there are some potential biases present in the article which could affect its trustworthiness and reliability. For example, while it does provide examples of how each question can be applied in practice, it does not explore any counterarguments or alternative approaches that could be taken when addressing these issues. Additionally, while it does mention potential risks associated with implementing these solutions, it does not provide any evidence or research that supports this claim. Furthermore, while it does provide sources from two experts in the field, there is no indication as to whether these sources are impartial or have any vested interests in promoting certain solutions over others.

In conclusion, while this article provides a comprehensive overview of how L&D professionals can use performance consulting to identify real learning needs within an organization, there are some potential biases present which could affect its trustworthiness and reliability. Therefore readers should take these points into consideration when assessing its content before making any decisions based on its advice or recommendations.

# Topics for further research:

* Performance consulting risks
* Alternative approaches to performance consulting
* Evidence-based performance consulting
* Impartial performance consulting experts
* Performance consulting implementation strategies
* Performance consulting evaluation methods

# Report location:

<https://www.fullpicture.app/item/75fd7718dec7928b6e426437003718d7>