

The Halight Method

Strategic Alignment

We've all felt how irrelevant training can drain motivation. It happens when learning has no anchor. That's why **Halight's proven process** starts with one thing: **alignment**. Learner attention is precious, and when you have it, momentum follows.



Set a Clear Vision

Align your strategy with where you're headed. **Here's how to build a roadmap that takes you there.**

Define Your Vision

Your vision should:

1. Clarify what learning is meant to achieve
2. Connect directly to business outcomes
3. Include a Year 1 focus and a Year 3 trajectory

Choose 3 Key Outcomes

Prevent overwhelm by choosing outcomes that are:

1. Strategic, not generic
2. Actionable, not abstract
3. Easy for everyone to rally behind

Map Every Action

Ensure every decision:

1. Ties back to your vision and outcomes
2. Supports meaningful learner engagement
3. Moves you closer to your defined goals

Make it a Cycle

Alignment isn't a one-and-done. **Here's how you keep it alive.**

Quarterly

Revisit your key outcomes

Annually

Reassess your vision

Monthly

Review program performance



Build a Culture of Growth

When learning is intentional, people feel it. They gain clarity, bring more energy, and naturally engage more deeply. That's how you cultivate a continuous-learning culture where growth is treated as an everyday habit, so your business grows right alongside it.