

What Is a Learning Champion?

Learning Strategy

A Learning Champion is the person inside a team who keeps learning connected to real work. They turn learning strategy into daily action by reinforcing relevance, application, and accountability.



Who This Role Is For

Learning Champions are trusted insiders. Often a team lead, manager, or respected peer who influences how work gets done. **They are not part of L&D. They are not responsible for building content. They are responsible for ownership.**

What a Learning Champion Does

Makes Learning Relevant

Connects learning to team goals and real performance expectations.

Feeds Insight Back

- Shares what is working and where learners are getting stuck.

Sustains Momentum

Keeps learning visible after launch through recognition and conversation.

Reinforces Application

- Encourages use of new skills on the job and prompts practical reflection.



How Learning Champions Support Leaders

They reduce the need for top-down enforcement and help leaders connect development to performance without adding operational friction.

How They Strengthen Learning Culture

Learning stops being an event and becomes part of how work happens. Skills stay visible. Progress gets noticed. Accountability feels shared.



Learning Champion Checklist

Before Learning

- I understand why this learning matters
- I can explain how it supports team goals



During Learning

- I talk about learning openly
- I encourage participation and progress



After Learning

- I ask how the learning is being used
- I recognize application and improvement
- I share feedback on what is working

Role Summary

Learning Champions create ownership where learning lives. Inside teams, inside daily work, and inside real performance.

