

Turn Professional Development into Proven Performance

4 Data-Driven Ways to Demonstrate Learning + Development ROI in Your Firm

! Most firms struggle to prove the business impact of training.

➔ Only 8% of organizations formally track L&D ROI¹ – while 45% of junior lawyers report feeling underprepared²

It's Time to Close the Gap Between *Learning* and *Results*

01 | START WITH STRATEGY



Focus Learning Where it Matters Most

Link every initiative to firm priorities — from growth goals to leadership competencies. When training advances what partners care about, it earns lasting support.

WHAT SUCCESS LOOKS LIKE:

Training mapped to firm and practice goals, with leaders seeing progress they can measure.

02 | MAKE LEARNING PART OF WORK



Integrate Development into Daily Workflows

Deliver training in the **tools lawyers already use** and **minimize non-billable time**. The easier it is to access, the faster teams apply what they learn.

WHAT SUCCESS LOOKS LIKE:

Higher adoption rates and visible improvements in client work and efficiency.

03 | PROVE VALUE EARLY + OFTEN



Track Progress, Even in Small Ways

Use **quick feedback loops**, **tech-enabled reporting**, and **expert partnerships** to show measurable outcomes. Demonstrating momentum builds credibility and budget confidence.

WHAT SUCCESS LOOKS LIKE:

L&D viewed as a performance driver, not an expense.

04 | MEASURE WHAT MATTERS



Quantifiable Progress Builds Lasting Buy-In

Correlate training to key outcomes — **new client originations**, **cross-selling success**, **retention**, and **well-being**. Show how learning impacts the business and culture.

WHAT SUCCESS LOOKS LIKE:

Clear metrics replacing subjective claims, with leadership seeing true ROI.

What's Next?

✓ Establish Baselines ✓ Build a Data Capture Process ✓ Produce Quarterly Reports

Ready to Prove the ROI of Learning?

Talk to a Professional Development Expert

Get a tailored plan for skills, metrics, and ROI.

Sources: 1 Cognota, 2 Major, Lindsey & Africa and Leopard Solutions