AI-Driven Feedback Loop Model Template

Data Collection Framework

DATA TYPE	EXAMPLES
Learning Interaction	Module completion, quiz scores, engagement rates
On-the-Job Performance	Project outcomes, 360-degree feedback, KPIs
Learner Input	Self-assessments, surveys, personal goals
Organizational Context	Business unit performance, employee engagement

AI Analysis Components

1. Predictive Modeling (e.g., leadership potential, skill gaps)
2. Pattern Recognition (e.g., high-performer learning patterns)
3. Natural Language Processing (e.g., sentiment analysis)
4. Anomaly Detection (e.g., outlier performance)

Insight Generation and Action

1. Personalized learner recommendations
2. Content and curriculum optimization
3. Organizational intelligence (e.g., bench strength analysis)

Feedback Delivery Mechanisms

1. Learner Dashboards
2. Manager Reports
3. L&D Team Analytics
4. Executive Dashboards

Continuous Improvement

1. Quarterly model retraining and validation
2. Ongoing refinement of insight delivery
3. Regular stakeholder reviews