

How HP Reimagined Manager Learning: A Fireside Chat

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Using feedback to build a stronger learning strategy

HP turned employee feedback into a fuel source—not just for individual growth, but for transforming its learning strategy. Through intentional design and iteration, they created a leadership development experience that’s relevant, practical, and impactful.



KEY TAKEAWAYS



Focus on Core Skills That Make an Impact

HP zeroes in on high-impact skills like feedback, coaching, and general communication. Feedback is a primary focus, tied to quarterly career development and performance conversations.



Make Learning Immediately Useful

HP uses a “Learn, Apply, Connect” model. First, managers get just enough to start. Then they practice in real time. Lastly, they connect with peers to deepen learning through shared reflection and scenarios.



Find Extra Practice Opportunities

HP employees value hands-on learning. In addition to the real-time practice built into LifeLabs Learning sessions, managers can extend their learning journeys through follow-up experiences like lunch & learns.



Measure Programs With Learner Data

HP combines employee engagement surveys with LifeLabs post-workshop assessments to track impact and uncover areas for improvement. It measures application rate, tool adoption, and skill demonstration.

💡 LifeLabs Learning facilitator notes offer HP a window into the real-world scenarios managers are navigating and bringing into the training sessions. These insights help tell a richer story of impact across the organization.

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ACTION ITEMS



Iterate Often

Use feedback loops to position solutions in the right context, market your development efforts, and surface insights about what's really happening across your org.



Integrate Learning

Connect skill development to your managers' existing processes and responsibilities. They'll be more likely to apply what they've learned and make a greater impact.



Meet Them Where They Are

Design intentionally for the realities of your managers' busy schedules. HP's approach proves that short, meaningful learning moments can add up to long-term results.

 Explore the early clues that made feedback training a priority at HP. [Watch now](#)



"It's not enough to just have the conversation. It needs to be impactful and substantial. That was sort of our mantra going into this."

Rachel Finch

Global Experience Lead, People Manager Development
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Equip managers with the essential skills for success

LifeLabs Learning's leadership training drives performance and productivity by teaching managers the skills they need most. Visit lifelabslearning.com to learn more!

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