



## How Pegasus Logistics Achieved 100% Learning Engagement

You read that right: Pegasus Logistics Group has every member of their workforce using their online learning platform. How? They incorporated an Individual Development Plan (IDP)—with LinkedIn Learning content—into their performance review process. As a part of reviews, employees sit down with their managers to map their career goals and then define *and commit* to learning the skills needed to get there. What started as a twice annual exercise turned into an always-on opportunity for employees and the organization. Today, managers and employees look to the IDP for biweekly one-on-one meetings to drive the discussion, track learning, and ensure everyone is meeting their goals.



*“Our number one asset is our people. If we take care of them, they’ll take care of the business.”*

**Candace Gouge**

Leadership Development, Coach and Organizational Culture  
Champion, Pegasus Logistics

Did You Know?

Less than  $\frac{1}{3}$

of U.S. employees enjoy the performance review process.

—LinkedIn