

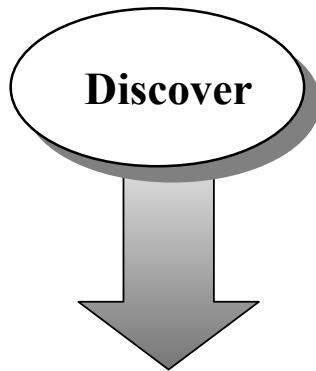
ADVISOR Enterprise

Effectively Manage Training Budgets & Resources



Why is the ADVISOR approach so effective? Your training dollars are maximized. Your training objectives are achieved faster. And, facts support your decision making process, helping you create consensus to stay the course.

Using our proprietary methodology, your training efforts unfold in four phases.



Phase I: Discover

The objective of this phase is to uncover the costs and resources allocated to each training activity and set clear objectives for moving forward. This initial phase involves data gathering, analysis and strategic planning designed to document the relationship between training activities and organizational goals.

The analysis is not limited to costs, but extends to effectiveness – i.e., how well does each activity meet learners, learning and organizational needs. Without it, we cannot truly know whether the required knowledge/skills/competencies are being acquired, and the potential impact of alternate delivery options.



Phase II: Strategize

After articulating your goals and validating the potential impact of each training activity, ADVISOR helps (a) identify what worked and why, (b) detect problem areas, (c) assess the impact of alternate delivery options and potential risks, (d) evaluate build versus buy decisions, (e) evaluate the use of internal versus external resources, as well as (f) consider multiple what if scenarios.



Phase III: Prioritize

All of the information, analysis and strategies from phases 1 and 2 are distilled into an action plan. The action plan provides a clear picture of which actions generate the greatest impact and why, as well as how the success should be measured – i.e., desired performance of each group. The action plan provides the entire team a context with which to evaluate the success of their efforts.



Phase IV: Optimize

With ADVISOR, you can predict the impact of all training activities, and ultimately generate the highest return on your training investment. More than a “point in time” exercise, measurement and optimization become a perpetual process engrained in each initiative. Over time you will build a powerful database of what is working, and where to invest future training dollars for maximum efficiency. Training data is presented in a “dashboard” format that facilitates the communication of training activities. The “dashboard” displays all relevant information in a format that is easy to manage and understand at various levels.