

## The Bersin & Associates High-Impact Measurement Framework Now Available in Metrics that Matter®

### Overview:

KnowledgeAdvisors and Bersin & Associates have collaborated to automate the High-Impact Measurement Framework model by merging the model's nine driving forces into Metrics that Matter's evaluation tool.

The High-Impact Measurement Framework seeks to understand the true underlying causes for business impact resulting from training, and describes how to measure each of these steps to deliver actionable information.

The nine training measures that monitor, track and evaluate training are:

- |                 |                                      |
|-----------------|--------------------------------------|
| 1) Satisfaction | 6) Alignment                         |
| 2) Learning     | 7) Attainment of Customer Objectives |
| 3) Adoption     | 8) Individual Performance            |
| 4) Utility      | 9) Organizational Performance        |
| 5) Efficiency   |                                      |

### Metrics that Matter:

Metrics that Matter is a web-based Talent & Performance Measurement Suite and Learning Evaluation and Analytics system that allows you to cost-effectively measure the impact of your processes and improve performance. It is recognized as a standard in corporate, public sector, and commercial human capital practices.

Metrics that Matter is an Internet software application (SaaS – Software as a Service) that can be used stand-alone or integrated with your learning management system and other HR and financial systems. Metrics that Matter helps you gather information about the impact of your training and other Human Capital Management processes.

### Getting Started

Whether you are long-term user of the High-Impact Measurement Framework, or recently discovered it, Metrics that Matter is great tool for collecting, storing, processing and reporting satisfaction through organizational performance data.

To get started:

- Contact us for a demonstration of the technology
- Let us show you how it can be applied to your needs
- Use the technology during a pilot period, with easy setup and limited costs

When you are ready to get started, Metrics that Matter can measure according to the High-Impact Measurement Framework. Also, you can take advantage of benchmark data in the technology to compare your results against a normative database of more than a half billion data points.

*For more, contact us or visit our website:*

### Benefits at-a-glance:

#### Metrics that Matter Technology

- Automates data collection on the nine key drivers in the model
- Provides dashboards and reports to help keep you up to speed on results
- Deeply reduced administration allows staff more time to analyze results and manage processes

#### High-Impact Measurement Framework

- A simplified, practical model that is easy to implement
- Leverages the best of yesterday's models and applies them to today's context
- Ability to tie the nine drivers back to business impact
- Scalable to your organizational context. Implement any or all nine of the measures

### Special Offer to Bersin & Associates Clients

As a valued client of Bersin & Associates, sign up for a subscription to Metrics that Matter to automate the High Impact Measurement Framework and receive 10% off the annual Metrics that Matter® subscription price.

