

Are Managers of Learners Engaged to Optimize Impact?

Metrics that Matter®



Who We Are

www.knowledgeadvisors.com

For organizations that utilize learning and development to drive business outcomes, KnowledgeAdvisors offers learning measurement software that improves the effectiveness and business impact of learning. Unlike the standard reporting and dashboard features included in most learning and talent management software, we combine data from multiple enterprise systems with information collected through evaluations and assessments to paint a complete picture of learning and business performance. KnowledgeAdvisors can even benchmark your learning programs against other organizations.

Manager Support and Engagement is Critical to Reducing Scrap

- 55% or more of new knowledge and skills learned in training is never applied on the job!
- 53% of employees that never applied the learning on the job cited they had no opportunity. The manager didn't identify and support application.
- A customer service program with strong manager support via performance coaching yielded a 96% on-the-job application vs. only 74% application without manager reinforcement.

Check-in to Change®

Promotes strong manager and employee interaction and follow up to utilize training.

Have you experienced the following?

- High satisfaction with training, low application of training?
- Lack of manager support other than approving employees to go to training?
- Environments that don't provide opportunity to use training or discourage its application?

Experience Check-in to Change®

A performance support tool that promotes and captures interaction between manager and learner to drive training utilization.

Benefits and Outcomes

- Proactively encourages manager and employee collaboration
- Supports goal setting discussion before training occurs
- Increases the impact of training
- Mitigates the risk of employees not applying the training
- Quickly identifies barriers
- Creates a culture of performance management and goal setting
- Quantifies performance and business outcomes resulting from training

Getting Started

If you want to increase training utilization and impact contact us.

- Let's discuss your current manager engagement levels and barriers to impact
- We will identify a strategic program that needs manager and employee interaction.
- Try it in a pilot mode
- Begin seeing the power of Check-in to Change®

Check-in to Change® Features are designed to drive manager and employee interaction and follow up.

- Easy administration module to establish the frequency and duration of Check-in milestones
- Easy to complete, online templates to begin and maintain manager and employee engagement
- Automated emails to managers and employees to document goals, record progress and discuss barriers to impact
- Visual reports to show performance toward goals, quantified impact and qualitative attributes of success and challenge

Check-in to Change Manager / Employee Interaction Follow up Tool

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Welcome to Check-in to Change®

As a manager/coach, Check-in to Change® allows you and your participant(s) to define and track measurable goals that are related to their recent program. The first step in this process is to approve their goals. Goals are best developed through an active discussion. Throughout this process, you should engage and collaborate with your participant(s) to discuss their goal progress by identifying success criteria and removing potential barrier(s).

Team Goals

[- Jones, Joey](#)

ACME On-Boarding - May New Hires, May 11, '10

Increase Customer Satisfaction

[Approved](#)

25%
At Goal

last updated on May 13, '10

[- Holder, Teri](#)

ACME On-Boarding - May New Hires, May 11, '10

Increase Customer Satisfaction

[Approved](#)

35%
At Goal

last updated on May 11, '10

Check-in to Change® provides automated, visual reports to quantify progress toward goals

* Required Fields

Business Outcome: *
Increased Customer Satisfaction

[Example of SMART Goals and Sample Goals](#)

Goal Name (30 char limit): *
Increase Customer Satisfaction

Targeted Improvement (Percent): *
20%

Description of Goal:
Increase scores on company scorecard for customer satisfaction.

Goal Status:
Approved

Additional Notes:

Save

Check-in to Change® is a simple performance support tool
L&D departments administer to facilitate line manager and employee engagement.