

Talent Development Reporting Principles Transcend Executive Reporting Needs



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.

Landmark Effort for L&D Measurement

- Industry initiative supported and driven by many of KnowledgeAdvisors top clients and industry leaders
- Standardized framework for reporting on current state of talent development internally
- Long term goal: TDRP will be similar in nature to the Generally Accepted Account Principles (GAAP) that provides the foundation for financial analysis
- TDRP will provide standards that increase measurement efficiency by concentrating measurement efforts

Fundamental Four Recommendations

L&D should adopt:

- A set of guiding principles
- Standard definitions and measures
- Three reporting statements:
 - Business Outcome statement
 - Efficiency Statement
 - Effectiveness Statement
- Three executive reports

Fundamental Four Assumptions

- L&D would include formal and informal learning, performance support, leadership, new employee orientation, and tuition assistance
- Primary purpose of L&D: to build organizational capability that enables goal achievement or goal achievement more quickly or at lower cost
- Learning will be aligned strategically to organizational goals
- Recommended reports and underlying data will be used appropriately by experienced learning leaders to meet goals and for continuous improvement

Look Who's Talking!

"For many years, the learning profession has been challenged in reporting performance to executives. Recently an all star cast of CLO's from major corporations convened to address this issue and create a common set of reporting principles the profession could leverage to have more meaningful dialogues with senior executives regarding learning," Kent Barnett, CEO of KnowledgeAdvisors.

Get Started Now! Contact us to...

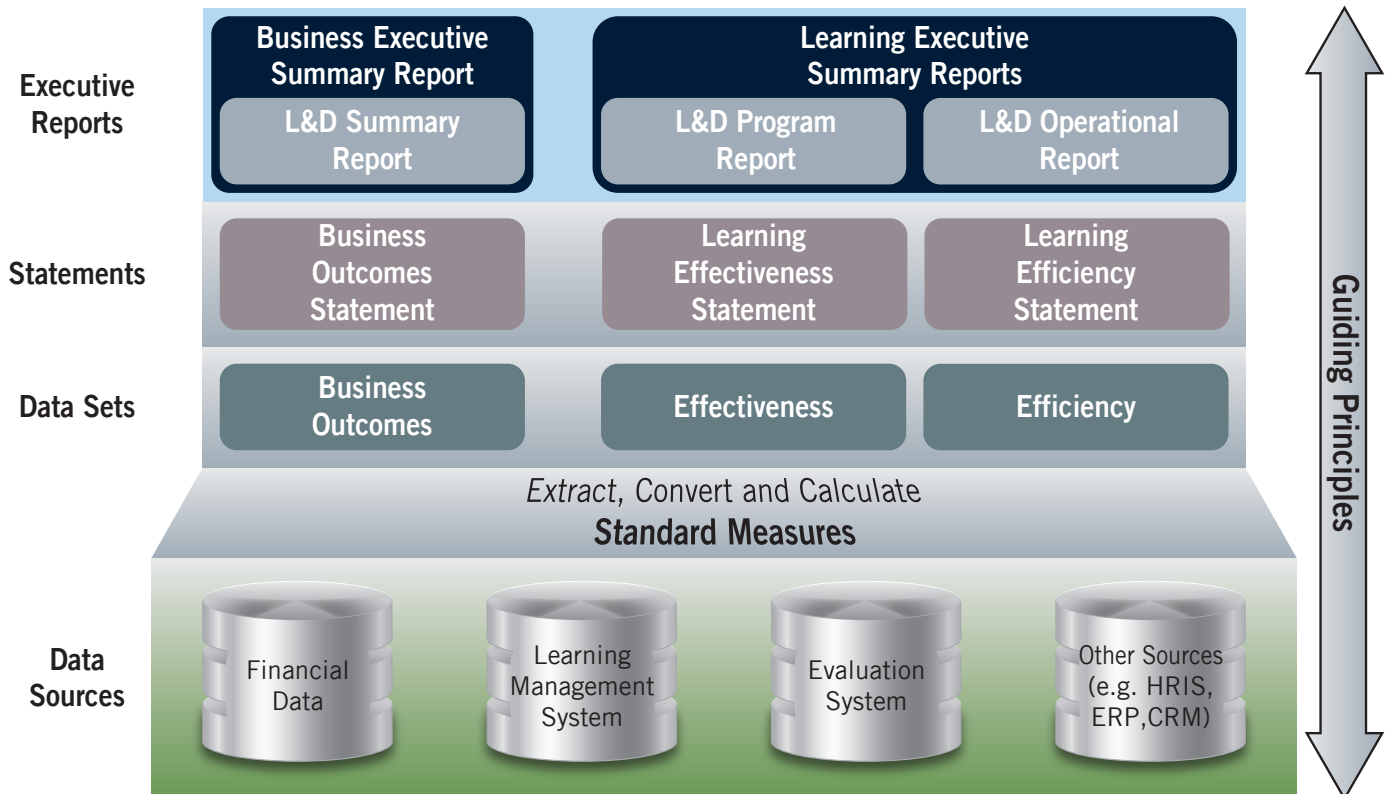
- Preview the history and context of the reporting principles
- Discuss the measurement framework for the executive reporting process
- Review the framework in depth, including recommended reports
- Discuss your next steps for further executive reporting for learning to fit your program, time frame and budget

Talent Development Reporting Principles Translates into Next Generation Executive Reporting

Metrics that Matter®



Executive Reporting Process Talent Development Reporting Principles



Our ability to measure and improve the impact on our Talent Development programs falls into 3 primary categories; efficiency, effectiveness, and business outcomes.

Leadership Training	Q1 2010	Q2 2010	Q3 2010	Q4 2010	Q1 2011
Effectiveness Rating	76%	80%	77%	75%	76%
Efficiency Rating	79%	78%	76%	78%	79%
Business Outcome Rating	74%	74%	70%	70%	71%

Legend: **Red** = Below Goal / Benchmark
Green = Above Goal / Benchmark
 Plain text = At Goal / Benchmark