

Evaluation Roadmap



I NEED TO...

HOW DO I...

WE CAN HELP...

Develop or Commission Programs

- ... select the most effective solutions?
- ... choose the vendors that add greatest value?
- ... monitor quality at all stages of design & development?

- Needs Assessments
- RFP, Vendor Selection
- EXPERT REVIEW: Designs, Storyboards, Scripts, Prototypes
- Assess Vendor Libraries
- Evaluate Skills and Knowledge Transfer
- Training Impact
- ROI (Dr. Jack Phillips Methodology)
- Quality Audits, Benchmarking
- Diagnostics Clinics
- User Testing
- Develop Enterprise Evaluation Systems

Improve Existing Programs

- ... know which programs are effective?
- ... decide which programs should be continued—which should be improved or discontinued?
- ... maximize effectiveness, impact, and ROI of existing programs?

Provide Accountability: Publicly-Funded Programs

- ... fund the most effective learning/educational solutions?
- ... ensure sponsors receive highest quality, maximum value?
- ... monitor quality at all stages of design & development?

Measure Training Impact & ROI

- ... ensure programs are aligned with business-organizational goals?
- ... measure training's impact on key business measures: output, quality, cost and time?
- ... ensure training and HRD investments yield anticipated Return on Investment (ROI)?

Continuously Track & Monitor Training

- ... automatically track the quality and business impact of all training programs?
- ... 'red flag' programs that fail to deliver quality or value?



WORKSHOPS

- > Evaluation Methods
- > Training Impact & ROI
- > High-Impact Instructional Design

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