

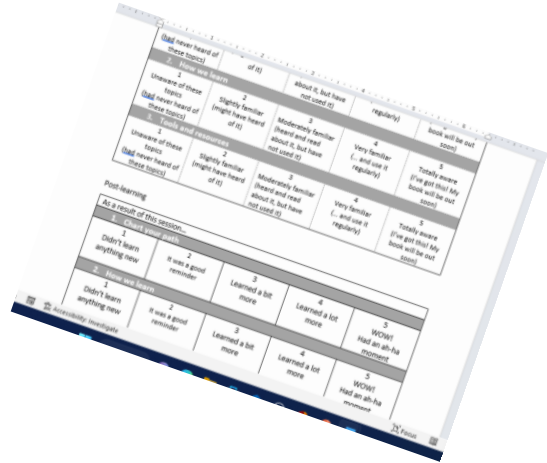
Organizational Knowledge Transfer: Capturing the ROI of Learning

Measuring learning outcomes has been one of the most difficult aspects of our industry. The good news is however, that its possible! Do you have the time to implement these programs? If not, we do.

Through a series of documents that measures the gap between existing and new knowledge, the application of new knowledge, and how it translates to your goals is key.

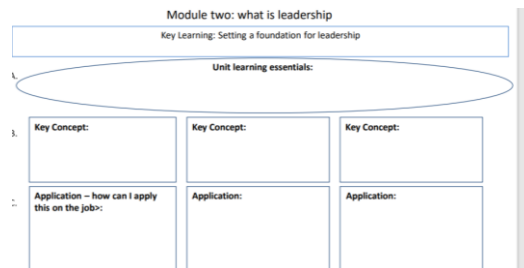
An instructional design partner, Carol Melby, thought of this brilliant solution to measuring existing and new knowledge. This is way measure the gap, a far superior way to evaluate learning from the old smile sheet, which only measures surface level items, like the quality of materials, which is only a measurement of a reaction.

You can use this as a way to not only measure individual knowledge but organizationally as well.



When combined with competency rubrics, another way to objectively measure behavior, this becomes a powerful way to measure learning outcomes.

Learning maps are a relatively new concept in measuring learning outcomes. This involves the learners manager as part of the process and ensures that the 90% of learning actually occurs!



The learning map helps to get the manager involved in the learning process. Through a process of conversations and application, learners are able to bring new skills back to the team, ensuring that the learning sticks and was not just a check in the box.

Connect with us today to bring these power learning strategies and tools to your organization!