



Why A Strategic Learning Analysis Process?

Do your learning programs consistently contribute to changing corporate goals and have a positive impact on important business measures? Do you conduct strategic evaluation on learning programs that produces practical and usable data on content, structure, delivery, participant selection, application of skills, and business impact to the workplace?

*The **focus** Strategic Learning Analysis Process is a comprehensive, web enabled analysis and measurement system that will assist you in planning learning solutions, planning evaluation efforts, capturing, analyzing, and reporting data. Evaluate whether learning objectives have been reached and link their contribution to performance goals and business impact. This system will work in conjunction with other Learning Management Systems or as a stand-alone system.*

The **focus** Strategic Learning Analysis Process will assist you in:

- **Learning Program Planning:** Determine learning needs, objectives, and content of the program. Input the necessary data regarding the scope of the learning project, expected business measures, skill application expectations, learning components and the expected reaction and planned action of participants.
- **Learning Evaluation Planning:** Evaluation strategy and planning includes determining the potential follow up requirements, methods, sources, and timing for data collection. Baseline information, cost benefit analysis, and ROI forecasts are captured all within the **focus** system.
- **Building Pre-Qualification Gates:** Have employees answer a brief qualifying questionnaire to help determine if particular training is appropriate for them. Training administrators can then review the individual pre-qualifying responses and contact employees to ensure proper fit.
- **Designing Data Collection Instruments:** You can create customized questionnaires or surveys through the Survey Generator. This will enable online data capture that is directly downloaded into the system to be reported.
- **Assessing Learners:** The target population is assessed and sorted by necessary demographical information and data is recorded in the fully web enabled system.
- **Analyzing Data:** The system will enable you to do various types of analysis of data including: response frequencies, trends, histograms, percentages, means, standard deviations, cross tabulations and content analysis. In addition, the data can be downloaded to various statistical packages.
- **Reporting of Results:** The system reports course specific outcomes on satisfaction, learning, application of the learning components, identification of performance barriers that may exist in the work setting, and impacts on organization business measures. Build Cost Benefit Analysis and Return on Investment reports. The report system will also build aggregate and scorecard reports.

*Bring the power of **focus** to your organization.
Contact us to explore a customized solution.*

