

Building 'results-focused' Learning and Development organizations

With rising costs in ISD or Instructional Design and Development there has not been a more urgent time to move toward building a 'result-based' Learning and Development (L&D) organization. This change will save your organization considerable time, wasted costs and reduce ramp up times considerably for all employees. Converting current training programs and offerings from 'subject-matter' based thinking to 'results-based' thinking is a must!

Simply stated, you can't afford to invest in learning that may not provide a positive ROI to your company. The costs are overwhelming.

Our experience in working in L&D organizations worldwide has taught us a simple formula that needs to be implemented in any organization still struggling with ineffective and inefficient training offerings.

One third of your training needs to be scrapped and tossed into your trash. It just isn't needed. Another third needs to be re-designed to use technology resources, alternative or multi-platform delivery models and job aids to shorten classroom time and increase the likelihood of your job performers correctly doing the tasks that are tied to the outcomes of their jobs. The last third of your training offerings will need some tweaking to make it work well. Deciding what to keep, what to change and what to scrap is where we come in.

All of your training needs to be based on directly supporting job outcomes that meet current department goals and objectives in your organization. This requires some sort of performance analysis to take place before the training is designed, developed or purchased from a vendor. This is to ensure there is a direct link between the skills and/or knowledge you are delivering in your learning solution with the outcomes and organizational goals that need to be produced by the job performers you are training. We use *Performance DNA Analysis™*, used by over 6,000 HPI analysts worldwide and written by our Managing Partners.

If your L&D organization has not made this 'results-focused' transition it is time to do so and Platinum Performance Partners has the experience to partner closely with your organization to make this transition smooth and seamless, while reducing L&D costs considerably and increasing the bottom-line performance of your job performers. It is a win/win for everyone.