



# Introduction to the Learning Matrix

											<p>The <b>Learning Matrix</b> matches individual users' development priorities to an array of alternative learning solutions. It serves as a 24/7 Virtual Coach by providing topic-specific training/self-coaching on a schedule controlled by the user.</p>
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		M	A	T	R	I	X	©			

## Learning Matrix - Matches Measured Needs to Alternative Solutions

### Assessed Learning Needs

- Competencies required
- Behaviors of high performers
- Quantitative ratings
- Prioritized Learning Needs
- Self assessment
- 360°feedback option
- Individual & Group Priorities

### Learning Solutions in a Progression of Least-Most Complex

- 1) **Discovery of Standards and Choices** (quality, process, methods)
- 2) **On the Job Experience** (do, experiment or observe models)
- 3) **Reading Catalog** ( web, articles, books, journals)
- 4) **E-learning, Video-Audio** (distance, CD-DVD, webcasts)
- 5) **Coaching-Mentoring** (knowledge network, manager-mentor)
- 6) **Classroom Training Catalog** (internal and external courses)



# Learning Matrix Solutions in a Progression of Alternatives

**Our Design Principle:** Answer measured needs with the simplest, easiest, lowest-cost, most practical solution and work your way up the progression of choices until performance improves.



**Self Study -  
learning on the job**

READING  
AUDIO  
VIDEO  
COMPUTER



**Mentoring**

The right learning solution is the fastest, lowest cost way to cause better performance



**COACHING**



**Internal Classroom  
Training**

What learners need are choices. A Learning Matrix will offer up to 25 alternatives



**Courses...Workshops...  
University Education**



## 25 Alternative Learning Solutions in 6 Media



The Learning Matrix makes it possible to match each learner's development needs, style, and schedule to the **right** solutions

I) DISCOVERY OF STANDARDS & CHOICES					II) ON THE JOB EXPERIENCE			
Awareness of Standards	Discovery of Standards	Discovery of Standards	Discovery of Standards	Discovery of Standards	On the Job Experience	On the Job Experience	On the Job Experience	On the Job Experience
1	2	3	4	5	6	7	8	9
III) READING CATALOG					IV) E-LEARNING, VIDEO, AUDIO			
Weblogs and e-Books	Articles and White Papers	Books and Journals	Concept Models	Distance Learning	Video CD ROMs	Audio Tapes and CDs	Webcasts and Podcasts	
10	11	12	13	14	15	16	17	
V) COACHING				VI) CLASSROOM TRAINING CATALOG				
Mentoring Program	Knowledge Network	Coaching	Formal Coach	Training	Workshop	Courses	Univ Programs or Certification	
18	19	20	21	22	23	24	25	

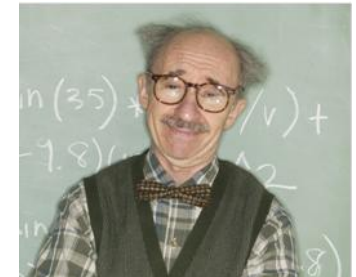
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# Are You Experiencing Any of these Learning Problems?



- Our available solutions do not fit all learner's style and needs
- We make **assumptions** about what people need to learn
- Learners are **not proactively engaged** in the learning process
- There is **no time/money** to provide ongoing development
- Our catalog has too many **one-size-fits-all and inflexible programs**
- Too much training is not recalled or **does not get applied** on the job
- Learning is discontinuous** because training is delivered in discrete chunks
- When-how-where learning occurs discounts or **ignores learners' schedules**
- It is **hard to find** high quality, job relevant, cost effective learning options
- Leaders think development is an **expensive** university workshop



## The Learning Matrix Provides Solutions to All These Issues

	L	E	A	R	N	I	N	G	
		M	A	T	R	I	X	©	

We engage learners in analysis of their learning needs by **measuring** them on high performance standards and then match the results to *alternative learning solutions* from **multiple proven vendors** and a broad **media array**.



## Learning Matrix Value and Advantages



The *Learning Matrix* delivers 24/7 ‘Virtual Coaching’ to individual users **on demand** using a state-of-the-art learning system. It was developed over two decades of applied research on high performing people and field studies of interventions that got results.

“Virtual Coaching” makes learning fast, easy, fun, time/cost-effective, and flexible to individual learner’s needs. The *Learning Matrix* offers:

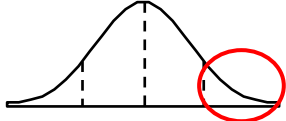
1. Learning based on measured needs, not assumptions, guesses or what people would like to learn
2. Multiple (up to 25) learning solutions matched to each individual learner’s development priorities,
3. Instant, 24-hour access from any computer,
4. User-controlled flexibility to learn precisely what is needed on a schedule that fits work demands,
5. Learning solutions are available for as for long and as often as they are needed.



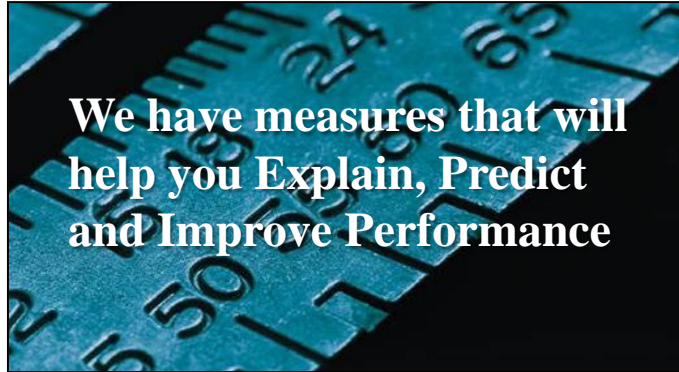


## Who Are We?

### Hiring-Selection

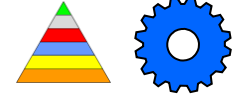


Learning



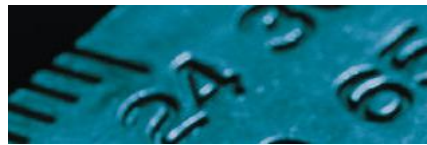
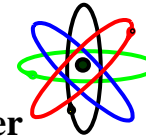
Teambuilding

### Performance Diagnostics



Career Planning

Enable  
Engage  
Empower



We are a world-wide network of psychologists, university researchers, and performance consultants serving corporate clients since 1991. We provide measurement expertise and tools that explain-predict-improve human job performance.

See our website: [MeasureToSucceed.com](http://MeasureToSucceed.com)

Or contact Jeffrey Lyons,  
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