



Brief overview of foundation ROI in training tool portfolio

The Performance Pound™

This is a web-based 'wizard' style tool. It is designed to be very simple to use. The power is in the underlying model.

Description:

The Performance Pound™ measures soft skills such as behaviors, competencies and changes in company culture. Organisations must ensure they have the competencies and capabilities needed for continuous growth and to remain competitive in the market place. The Performance Pound™ enables you to compare and contrast potential investments in Human Performance programs, measure culture change and value competencies.

Benefits:

- Measures the impact of current and potential Learning & Development programs
- Provides financial impact data to support L&D investment decisions
- Provides L&D professionals with the financial information necessary to become a true business partner
- Produces clear, comprehensible reports documenting the business impact of training programs

STEP™ – Sales Training Effectiveness Programme

This is a spread sheet or web-based tool. It is customized to each client's sales process.

Description:

STEP™ is a measurement tool which lets you easily measure the value of changes in the sales pipeline. It is particularly helpful to evaluate complex sales processes and long sales cycle products/services.

Benefits:

- Shows the effect of training on future sales
- Easily evaluates the impact of Sales Training
- Provides you with an objective measure of the achievability of sales targets.
- Produces reports demonstrating the impact of training programs.
- Allows on-going monitoring to ascertain the long-term effects of sales training

The ROI for Management Development

This tool delivers the classical accounting measurement for Return on Investment. It is adapted to reflect each client's internal management accounts – showing senior management how impact from training is reflected in financial performance.

Description:

The ROI model for Management Development is an excellent tool to evaluate any Learning & Development intervention. It illustrates the contribution of the training to the bottom line and how much it adds to competitive advantage. To derive the full benefit of this tool it should be used in conjunction with the Line of Sight and/or the Performance Pound™.

Benefits:

- Shows the effect of Management Development training on business goals
- Easily evaluates the impact of Management Training
- Produces clear, comprehensible reports demonstrating the impact of training programs.
- Allows for on-going monitoring to ascertain the long-term effects of Management Development.

The Line of Sight

This tool captures the powerful concept of linking organisational goals to training outcomes. It is deployed as an analytical concept as well as a practical tool for reporting processes.

Description:

The Line of Sight is an analytical forecasting tool linking business goals to training outcomes. It is a highly valuable tool which facilitates the process of planning the development of people and organizational capability to deliver business goals.

Benefits:

- Gives you a voice in the boardroom
- Analyses training needs to be addressed
- Demonstrates value of existing and/or proposed training
- Wins support from Business units
- Shows the investment needed to achieve a particular outcome

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