



Unlock the Training Effectiveness



CURRENT STATE

R:O:T:E is a SaaS based model which measures the effectiveness of training programs based on the philosophy of alignment, awareness and application.

We believe every training program can benefit from continued evaluation and feedback, thereby leading to refinement.



➤ The Standard Reactions



"It was a pleasant surprise, not sure why I was nominated for the program but enjoyed the same"

"When I was leaving the program I felt the design and content was good but after few weeks down the line I am not sure How to implement the same and I am not able to implement the learning's"

"As a CEO its frustrating not knowing how well the investments on training & development were effectively utilized "



- ▶ Training program's effectiveness feedbacks are generally taken post programs which are often biased / influenced by the recency effect
- ▶ Most of the training program feedbacks are limited to design & content and don't transcend to the next level of learning & implementing at workplace (result)
- ▶ Most of the feedback is limited to revolving around the participant while ignoring the manager who is a critical stakeholder in this process
- ▶ No dashboard available for the learning champion to measure the enhanced performances across all kind of programs

CHALLENGES



SCIENCE

The learning objectives and key concepts of the training program form the backbone of the tool. The study is based on the above across 3 stages:

► Alignment - Day 0

An online survey (web/mobile) which primarily focuses on the alignment of the program design (learning objective and key concepts) to the actual delivery and checks the promised vs delivered by the trainer

► Awareness - Day 30

An online survey (web/mobile) is sent to all the participants and their supervisors. The weights being 50 : 50 to check the depth of retention vis a vis what was taught

► Application - Day 90

An online survey (web/mobile) is sent to supervisors only to check the applicability and application of what was taught





► Idiot Proof

Simple and easy survey which consists of 10-12 questions only and will take not more than 5-7 minutes to respond

► Auto Pilot - Self Sustained

Before the launch of training program basic details to be fed in about the training name, objectives etc and tool thereafter works on its own without any intervention

► Intelligent

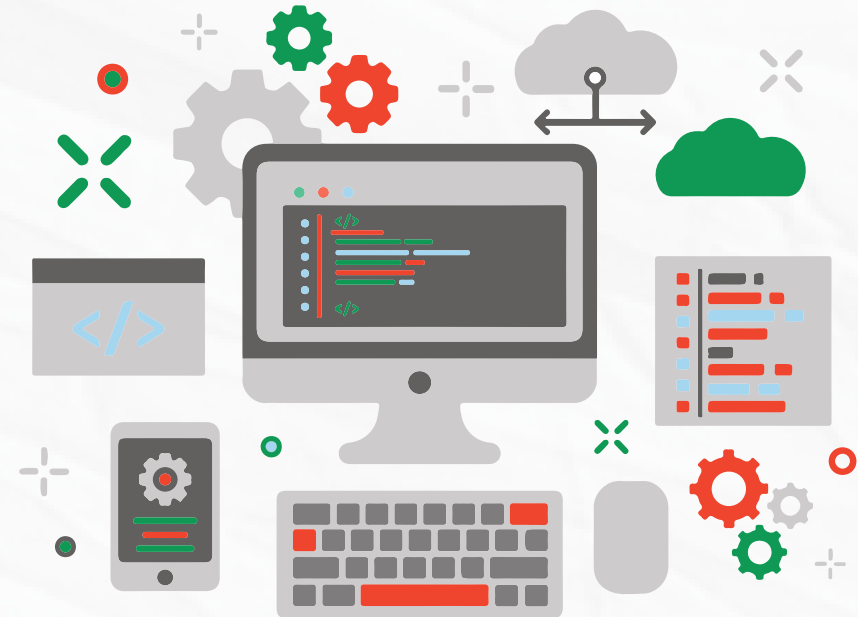
An intelligent tool with dashboards

► Cloud based

The solution is cloud based with no investment on intranet or LMS

► Pay as you use

Subscription model, where in the charges are based on usage and a basic retainer for guaranteed minimum usage



SOFTWARE



BLUEPRINT



Step 1

Training champion to load details (training program, participants, manager etc)

Step 2

R:O:T:E generates a survey for the participants post 48 hours of training with the training champion & manager marked in CC for update

Step 3

Effectiveness dashboard gets activated

Step 4

R:O:T:E generates a survey post 30 days of training to participants & their supervisors with the training champion & manager marked in CC for update

Step 5

R:O:T:E generates a survey post 90 days of training to supervisors with the training champion & manager marked in CC for update

Step 6

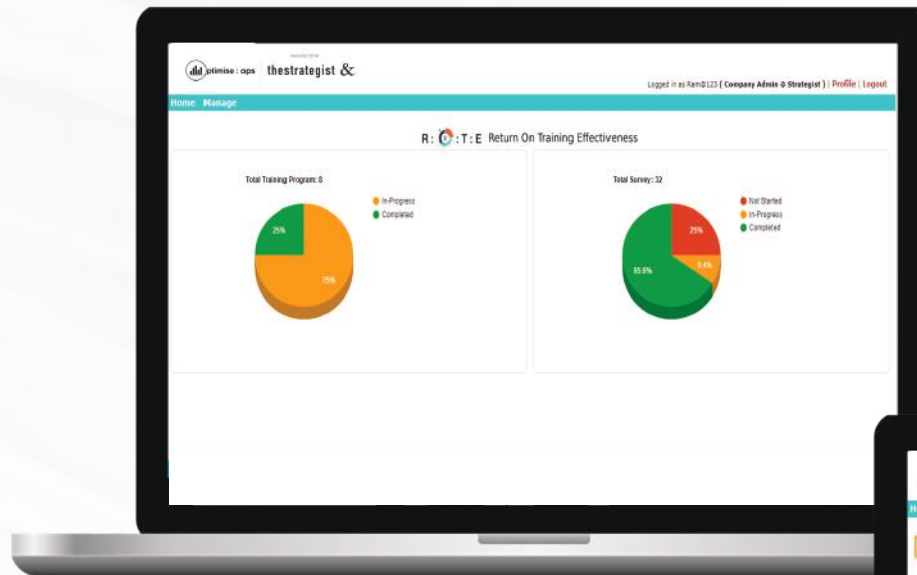
Return of effectiveness dashboards gets activated



- ▶ Alignment Index Analysis
- ▶ Employee Awareness Index
- ▶ Manager Awareness Index
- ▶ Application Index
- ▶ Program Impact Net Promoter Score
- ▶ Program Design Index
- ▶ Trainer Impact
- ▶ Key Concepts Impact
- ▶ Learning Objectives Impact
- ▶ Return on Training Investment Analysis



DASHBOARD KEY FEATURES

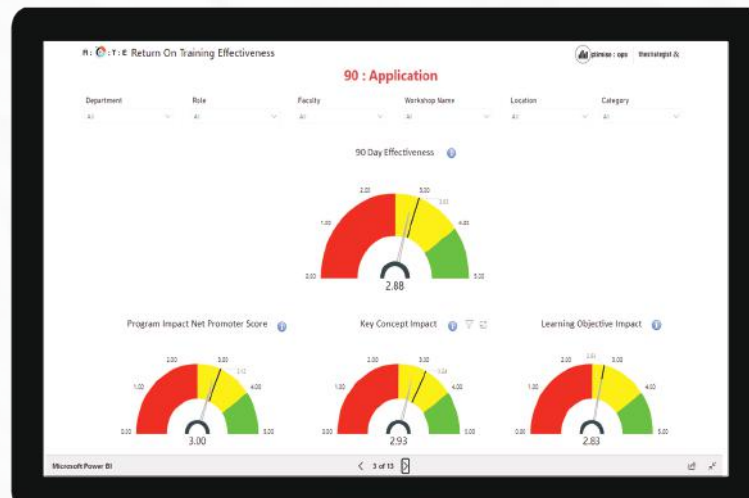
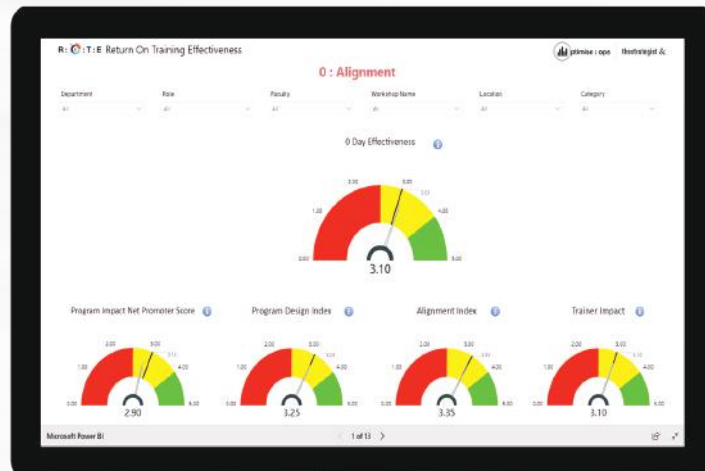


- Number of active training programs and their status
- Number of active surveys and their status

- Details like training name, benchmark, cost, key concepts and learning objectives are captured in the tool.

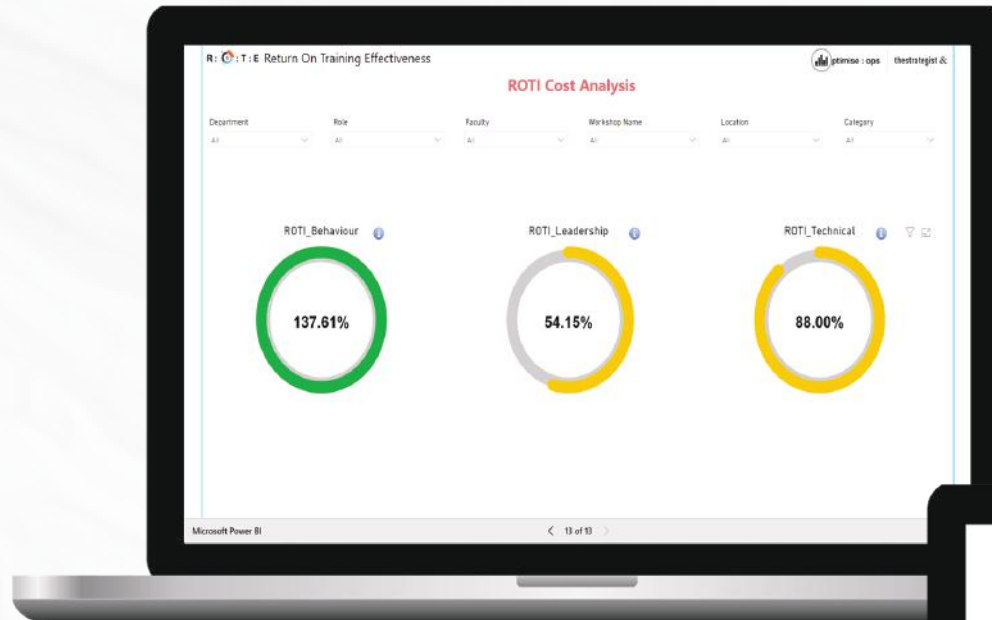
The 'Create Training Program' form includes the following fields: Training Name*, Training ID*, Benchmark*, Cost*, Start Date*, Key Concepts* (with a text area), Learning Objectives* (with a text area), and Training Description* (with a text area). A 'Create Training Program' button is at the bottom.

DASHBOARD



► Alignment, awareness and application Index

DASHBOARD



► Analytics with filters for detailed comparison



ANALYTICS



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Europe & Middle-East



Americas



Similar Intelligent Tools



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returns on training initiatives for a lasting impact

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