



# Unlock the Training Effectiveness

R :  : T : E

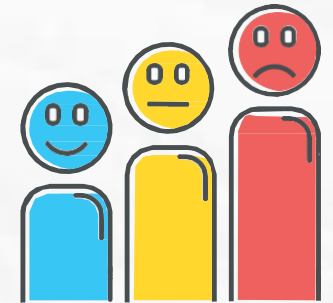
# CURRENT STATE

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

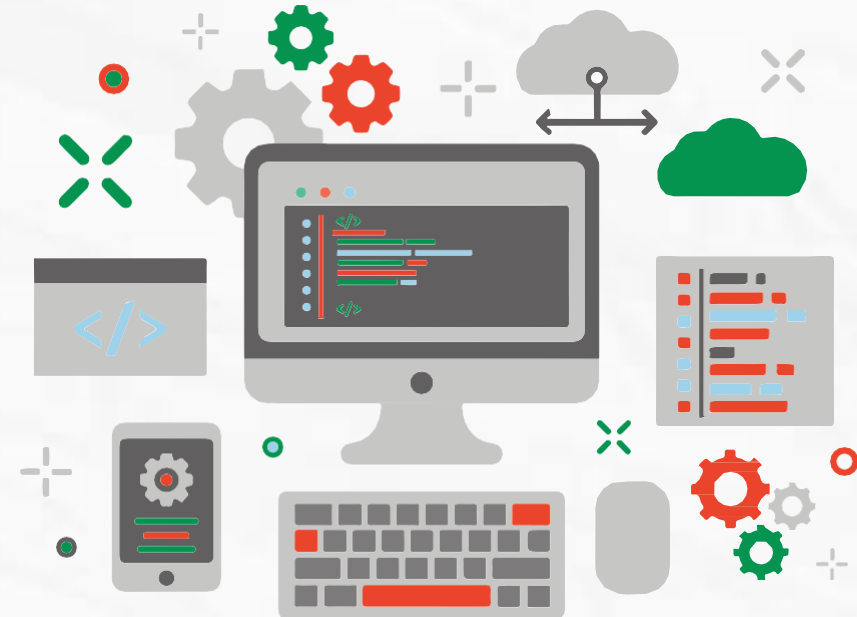
An intelligent tool with dashboards

## ▶ 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

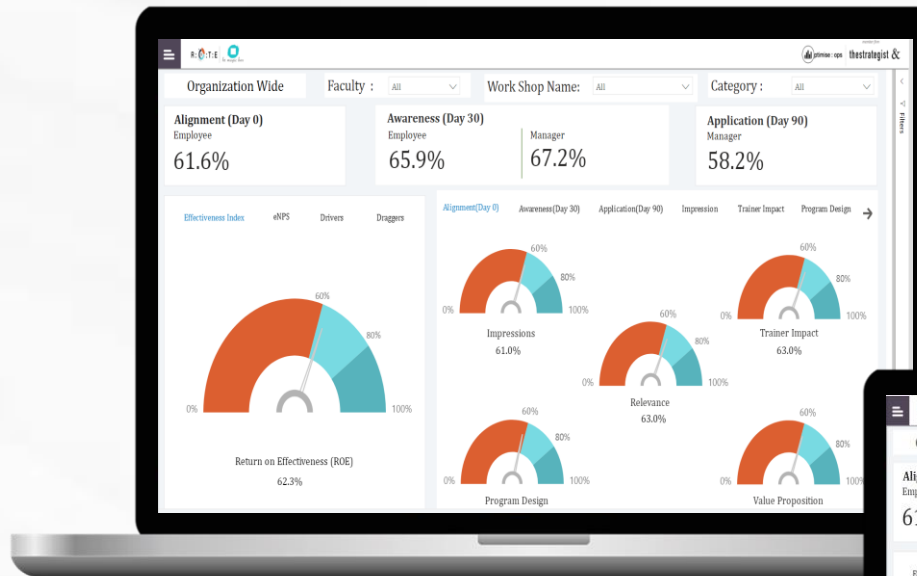
R:O:T:E generates a survey post 90 days of training to supervisors with the training champion & manager marked in CC for update

Return of effectiveness dashboards gets activated

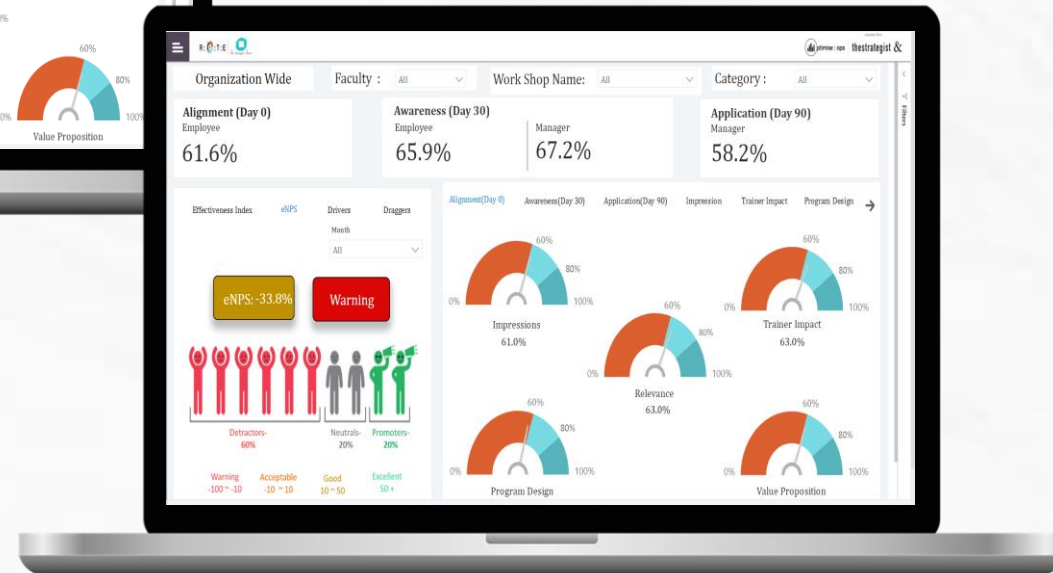
- ▶ Alignment Index Analysis
- ▶ Employee Awareness Index
- ▶ Manager Awareness Index
- ▶ Application Index
- ▶ Program Impact Net Promoter Score
- ▶ Program Design Index
- ▶ Trainer Impact
- ▶ Key Concepts Impact
- ▶ Learning Objectives Impact
- ▶ Return on Training Investment Analysis



# DASHBOARD KEY FEATURES



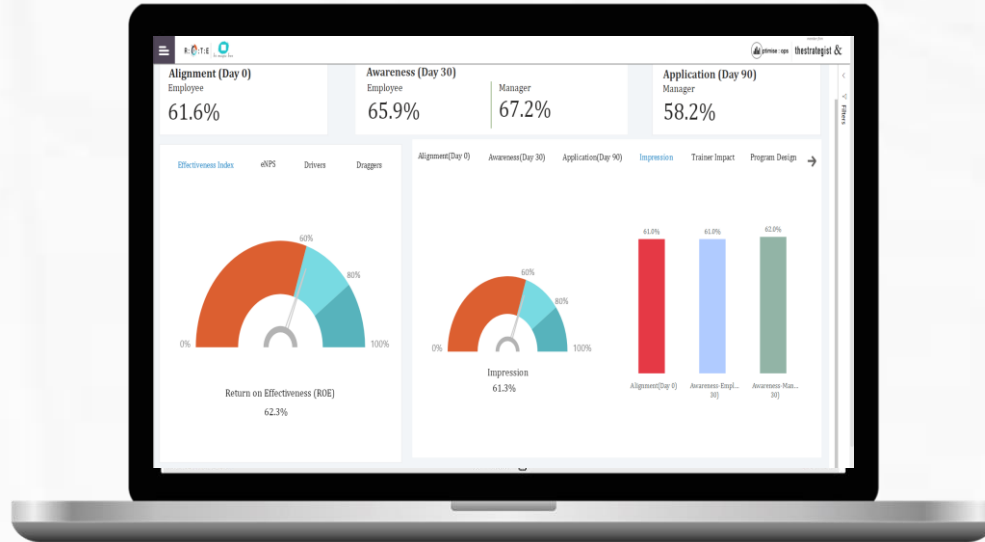
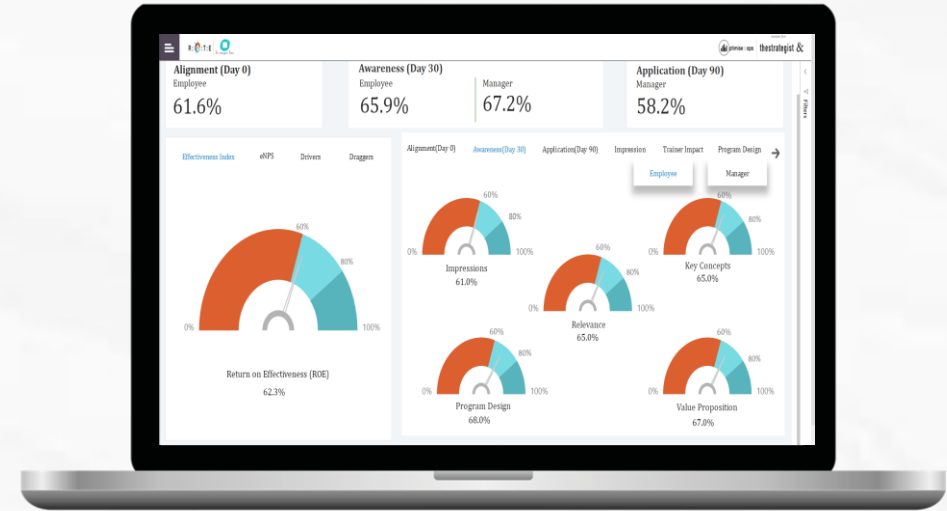
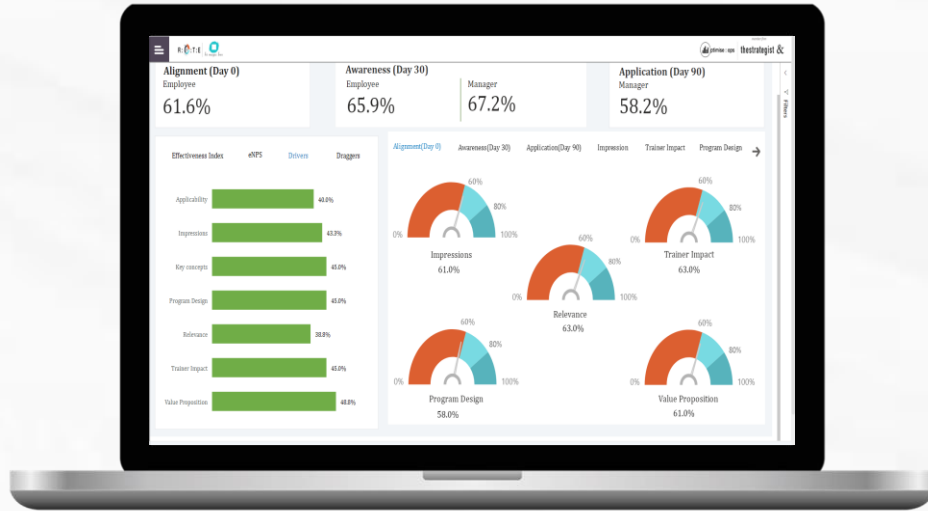
- ▶ Number of active training programs and their status
- ▶ Number of active surveys and their status



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

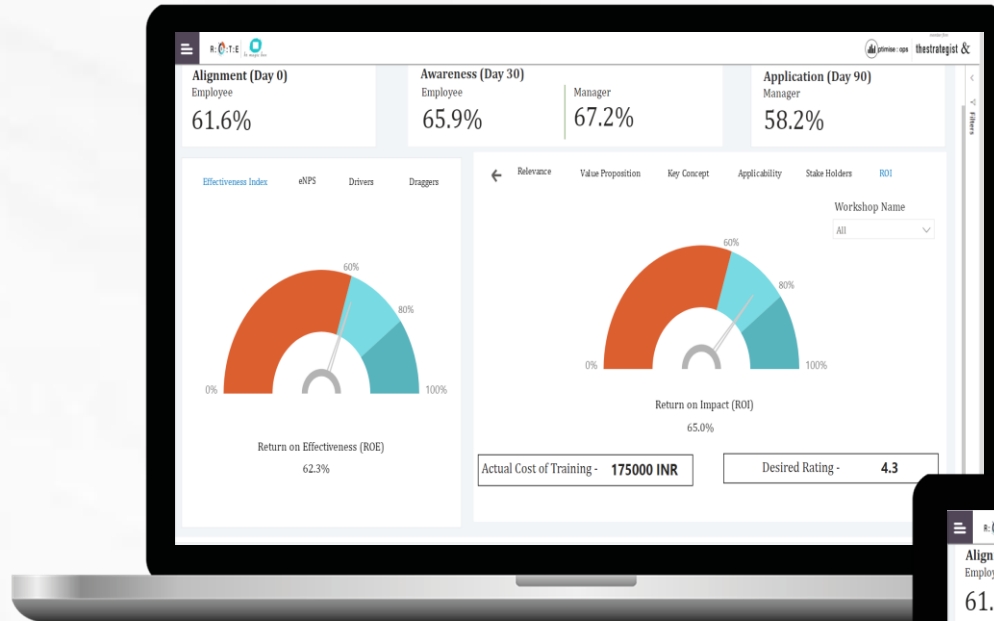
# DASHBOARD



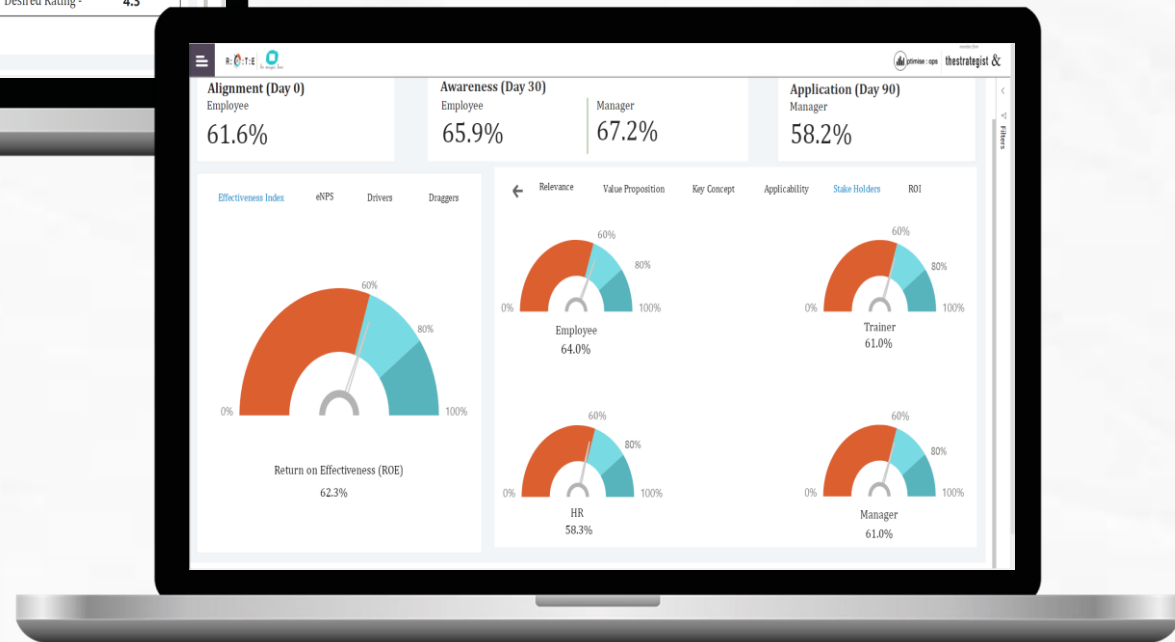


► Alignment, awareness and application Index

# DASHBOARD



► Analytics with filters for detailed comparison



# ANALYTICS



# hr magic box features



Mobile- Desktop: The survey can be accessed through mobile/desktop. Triggered by SMS & Email



Auto-Pilot: The tool is designed to auto-trigger the survey through HRIS at the scheduled timelines after the 1st survey triggered



Cloud based: The tool is based on Cloud and you don't need to invest anything on the hardware and software.



Confidential: Coded survey links which protect the identity of the participant and prevents fraud of forwarding etc.



Flexibility 2 trigger: The Admin (HRBP) has the flexibility to trigger any one | multiple dimensions based on the situation.



Subscription: Subscription model, where in the changes are based on usage beside a basic retainer for minimum usage guarantee.



hr magic box  
portfolio

V O I C E

Post Interview Feedback

LEAVES DNA  
E : X : T

Exit Interview



Onboarding & Induction



Happiness Index (Mood Meter)



Engagement Index

R : T : E

Training Effectiveness



Millennial Connect Index



Employee Lifecycle Experience



Collaboration Index



Audience Listening Profile



Growth & Development



Our Proud Partners in the Journey so far . . .

**Outsource : Exit Interviews**



*A leading provider of investor communications, technology-driven solutions, data and analytics partnered for outsourcing Exit Interviews for 12 mths*

**EXIT: Exit Interviews**



*One of the world's largest travel technology company partnered for conducting Exit Interviews*

**Outsource : Voice of Candidate**



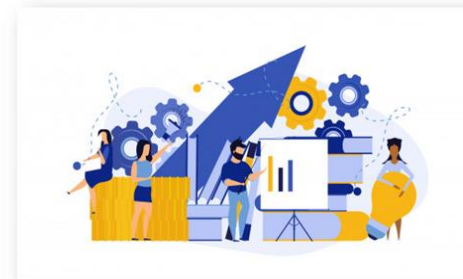
*A leading provider of investor communications, technology-driven solutions, data and analytics partnered for outsourcing Voice of Candidate for 12 Mths*

**HI : Happiness Index**



*A leading provider of product and services partnered for evaluating the mood of the organization in terms of engagement*

**myManager Connect**



*A leading IT services provider partnered for evaluating level of employee engagement and manager connect*

**myManager Connect**



*A leading provider of product and services partnered for evaluating level of employee engagement and manager connect*

**Technology : Engagement**



*World's leading mechanical engineering company into the automation and IoT business partnered for designing employee engagement framework*

**Wellbeing : SoS - Secretes of Success**



*India's leading fabric and fashion retailer, partnered for building awareness among its employees on wellbeing and stress management*

**Engagement : myManger Connect**



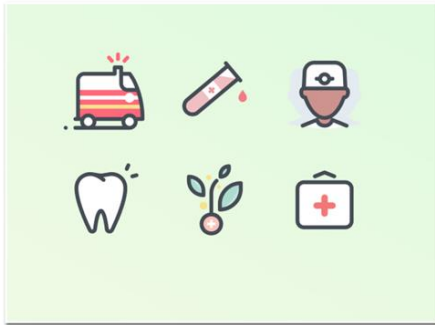
*A leading industry partner for India's space program, responsible for putting Indian on Moon, partnered for assessing engagement levels among the employees*

**Advisory : Psychometrics for Hiring**



*India's leading chain of restaurant known for Hyderabad Biryani partnered for building psychometric assessments based on Visuals*

**Technology : OKR Dashboard**



*India's leading Not for Profit agency which focuses on Transforming Primary Healthcare Delivery Systems partnered for designing an technology tool for real-time dashboard based on OKR*

**Coaching: My IDP**



*One of the world's largest Packaging company partnered for coaching their employees*

**Technology : OKR Dashboard**



*An international energy and water company operating in 11 countries partnered for designing an technology tool for real-time dashboard based on OKR*

**Learning : Coaching**



*World's leading analytics company partnered for coaching its future leaders in the HR domain*

*The above are a select few clients, for more about them or other clients, reach us,*

**muchmore**

helpdesk@hrmagicbox.in





member firm  
**thestrategist &**  
*decoding the people science*

