

R:O:T:E (Return On Training Effectiveness)



A SaaS based model which measures the effectiveness of training programs based on the philosophy of alignment, awareness and application



Mobile – Desktop This survey can be accessed through **mobile /desktop**, triggered by SMS & eMail



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



Online / classroom program
It is applicable to **classroom, online**, coaching session, courses from LMS (Coursera / Udemy) , etc



Pay as you Use
Subscription model, where in the charges are **based on usage** and a basic retainer for guaranteed minimum usage



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



Auto Pilot - One Time
Program details like name, cost, learning objectives, key concepts and dates are captured in the tool before the training event as a **one time** activity. Thereafter the tool works without any human intervention

Science

We follow a robust post training framework which essentially focuses on learning objectives and key concepts of the training program. A quick survey is triggered which is accessible through web/ mobile across 3 stages :

Day 0 - Alignment

To all the training attendees, which distinctly checks the key objectives, undertaken vs delivered by the trainer

Day 30 - Awareness

To all the training attendees and their managers/supervisors, which checks the depth of retention of what was taught.

Day 90 - Application

To the managers/supervisors only, which checks the practicality of application of what was taught.



Blueprint

- Step 1**
Training champion to load details (training program, participants, manager etc)
- Step 2**
R:O:T:E generates a survey Post 48 hours training along with participants 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 along with training champion & manager marked in CC for update
- Step 5**
R:O:T:E generates a survey Post 90 days of training to supervisors along with training champion & manager marked in CC for update
- Step 6**
Return of effectiveness dashboards get activated



R:O:T:E Analysis

Our training assessment framework runs on a robust model using a novel benchmarking approach to evaluate the effectiveness of training across the life cycle from design to implementation.



Intelligent Dashboard Analytics

Insightful, Graphical and Simple to Understand Presents complex data and trends in a manner which is easy to interpret and alerts users to foresee problems.

Overall Analysis (Point to Point)
Gives flexibility to track the scores at any given point of time.

Filters for deep Analytics & Insights
Provides a variety of options to dissect data to discover a wide range of comparative insights.

Represents Actionable Information
Transforms available data into actionable business intelligence and empowers management to take data driven and healthy business decisions.

Similar Intelligent Tools

V:O:I:C:E

Hiring & Recruitment
Voice Of Interview & Candidate Experience is dynamic dashboards on interviewing experience resulting in better conversion ratios and EVP for organisations



Talent Acquisition
First 101 Days (1 - 51 - 101 Pulse Study & satisfaction trends) is a SaaS based model, captures the sentiment levels across the onboarding Process (-7 days from the date of joining to 101 days of post joining



Talent Engagement
Engagement Index captures the engagement levels in the organisations across the Managers and creates dynamic action plans



CHRO: Strategy, OD, Culture
Exit (Employee Xperiences In their Tenure) is a dynamic dashboard . Which is an outcome of Exit Interview conducted either in a survey or one to one discussion