Strategic Training Assessment

Helping companies transform their L&D to Running Training Like a Business

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Strategic Training Assessment

Companies spend millions of dollars each year on learning and development. Yet few L&D organizations know just how those dollars are being spent. Nor do they clearly understand the business value that there investments are generating.

Imagine, instead, an L&D function that is run like a business and that can regularly report positive results for:

- Impact on business goals
- Return on investment
- Responsiveness to business needs
- Quality of solutions
- Customer satisfaction
- Operational efficiency

NIIT can help you build such a capability.

Our Strategic Training Assessment process is designed to help you transform L&D from a cost center to an enterprise that adds value to your organization. NIIT works in close partnership with you to assess the current state of your training organization and identify recommendations for helping you move to the desired future state.

The STA

The Strategic Training Assessment (STA) is a consulting service that provides for clients:

- A comprehensive analysis of their current training environment
- A detailed picture of the required future state of training
- A business case including transformational, operational, technological and economic plans for achieving the future state
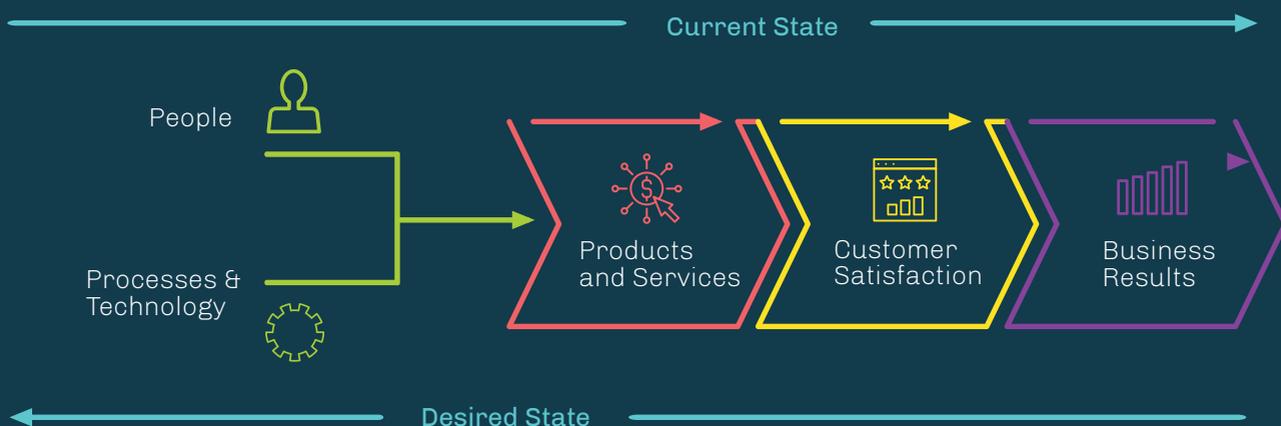
Our methodology helps determine the extent to which training:

- Aligns to organizational strategic and operational needs
- Facilitates effective learning
- Operates efficiently
- Produces business results

The STA helps L&D organizations understand concretely how they may transform to "run training like a business." While the specific scope of an STA is customized for each client, in general the STA answers the following questions:

- How much are we spending today?
- Where is the money going?
- What value are we getting from our current investment?
- How can we make it
- Better…more relevant and value adding
- Faster…available where and when we need it
- Cheaper…how do we ensure greatest value for the least cost
- How do we ensure operational and financial control?
- How do we begin and gain organizational support?
- How do we achieve and sustain these improvements?

Outcome

The outcome of STA is detailed information on the current state of training, a clear picture of the desired future state, and a comprehensive set of actionable recommendations for making fact-based decisions about how to run training like a business.
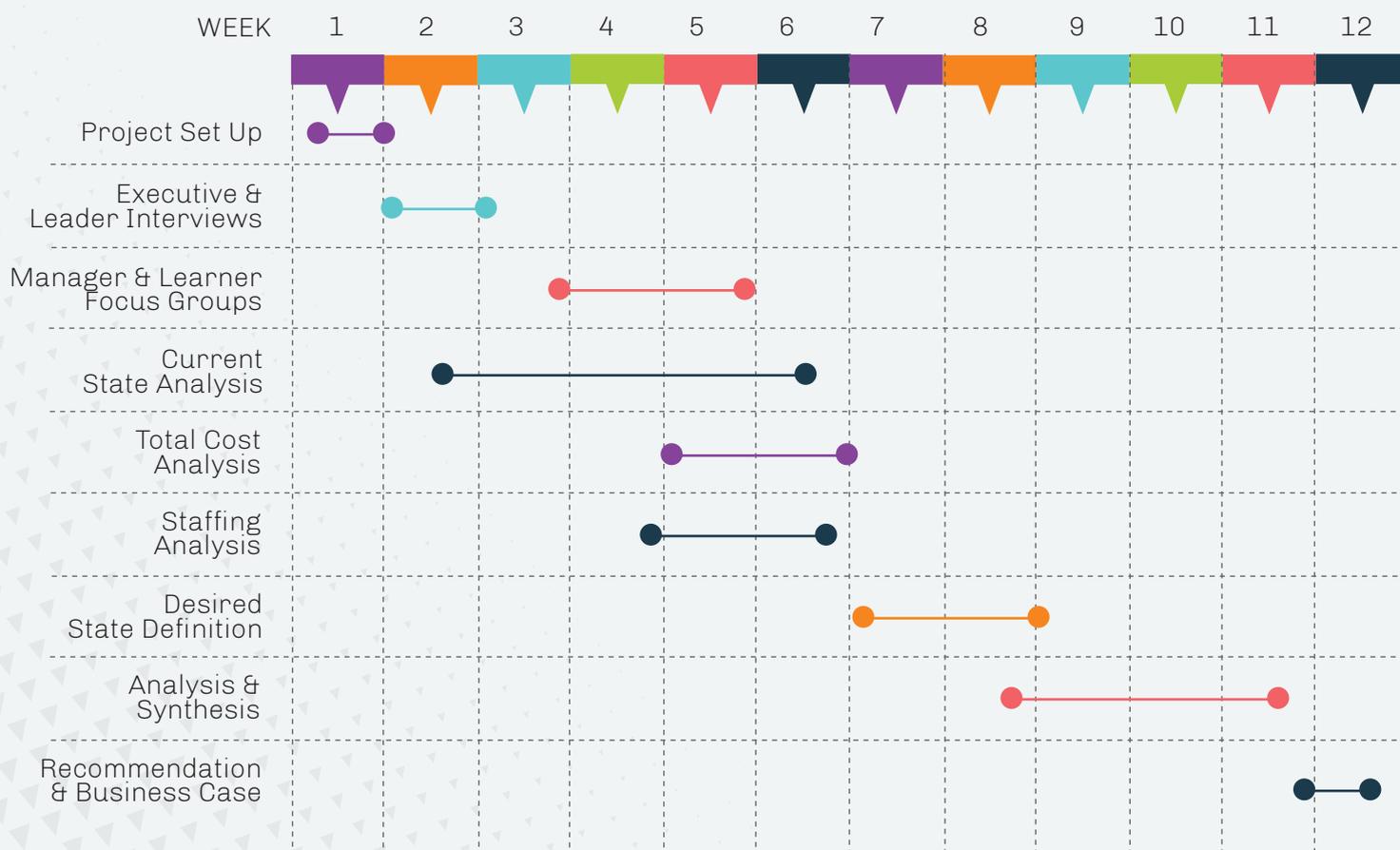
Recommendations include solutions for:

- Transforming training into a proactive partner with business units
- Improving the cost-effectiveness of training
- Optimizing product offerings
- Optimizing partnerships with third-parties
- Leveraging technology to enhance both training products and their administration
- Re-structuring the training & development team to deliver higher value at lower cost
- Re-configuring processes to derive higher efficiency and transparency
- Tracking and managing costs

Timelines

A STA project takes between 12-16 weeks depending on the availability of data and also the size and spread of the training function.

The figure below shows a representative 12 week timeline.

WEEK	1	2	3	4	5	6	7	8	9	10	11	12
Project Set Up	●——●											
Executive & Leader Interviews		●——●										
Manager & Learner Focus Groups				●————●								
Current State Analysis		●————————————●										
Total Cost Analysis					●————●							
Staffing Analysis					●———●							
Desired State Definition							●————●					
Analysis & Synthesis								●————————●				
Recommendation & Business Case											●—●	

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For questions or comments please write to businessimpact@niit.com.