

CREATING A LEARNING ORGANIZATION FOR TODAY'S WORKFORCE

The difference between success and failure in every competitive marketplace is **talent**



DEVELOP TALENT

Measuring and training skills



CHANGE BEHAVIORS

Learning new skills leads to positive changes



IMPROVE WORKPLACES

A better culture with effective leadership leads to engaged employees and higher performance



**assessment
LEADERS**

DISCOVER THE HUMAN POTENTIAL™
[assessmentleaders.com](https://www.assessmentleaders.com)

3 REASONS

WHY YOU CAN'T HIRE YOUR WAY OUT OF THE TALENT CRISIS

The stakes for developing effective talent are rising quickly. However, simply recruiting to find the right talent may not be possible. In order to succeed, you need to rapidly evolve your organization to cultivate an evergreen source of talent with existing and future employees, direct your organization's future and harness human potential.

Here are three reasons why HR and L&D professionals need to create sustainable talent:

1. THE WORKPLACE IS CHANGING.

Thirty-nine percent of employers report having difficulty filling jobs due to the lack of available skilled talent.¹ Baby Boomers are exiting the workforce and Millennials have different expectations. Since 2011, approximately 10,000 Baby Boomers have turned 65 every day—and this will continue for the next 15 years until they all reach retirement age. Millennials are moving in. They will make up nearly half of the working population by 2020, and what they want from employers is different. More than anything, they want the opportunity to develop skills for the future.²

2. THE GLOBAL ECONOMY IS IMPROVING.

The good news is that the global economy is steadily improving. Economic improvement allows organizations to take action on all of these trends, invest in their employees and get ahead of the competition. With that economic improvement talent is much more difficult to hire. In fact, by 2020, there will be 85 million fewer skilled workers than businesses need to succeed.³

3. THERE ARE PLENTY OF PEOPLE, NOT SKILLS.

The biggest challenge is yet to come: It will be impossible to hire yourself out of a skills gap. There are plenty of people available to work. They just don't have the skills you need— at least, not yet.

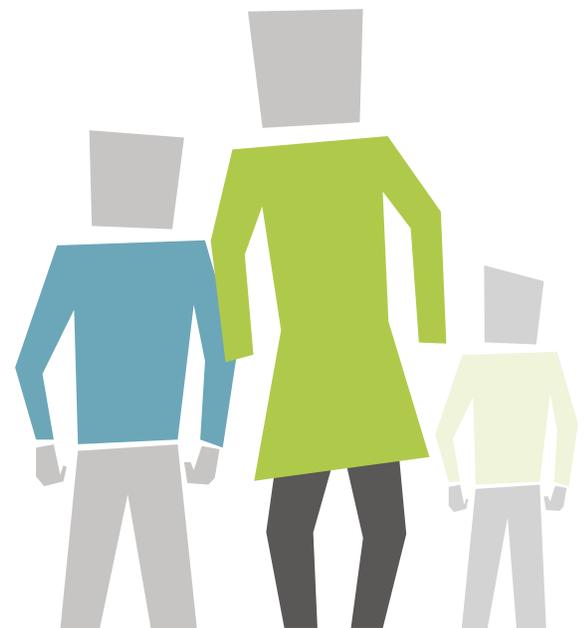
HOW DOES YOUR ORGANIZATION COPE?

Learning is the answer for organizations that want to develop a sustainable source of talent. That means creating a pipeline of talent among existing and future employees to maintain a competitive advantage. Organizations must be able to continuously improve employees by:

- Engaging employees before or at the point of need with learning.
- Empowering employees across the organization with new knowledge and skills.
- Aligning individual employee performance with organizational performance.

SKILLSOFT + ASSESSMENT LEADERS IS DIFFERENT.

Learning-centric Talent Expansion from Skillsoft + Assessment Leaders gives organizations the ability to know and grow people into the talent they need for tomorrow's challenges. Visit our website www.assessmentleaders.com to see how your organization can evolve its talent to succeed.



¹ *Employers aren't Just Whining – the "Skills Gap" is Real.* Harvard Business Review, August 25, 2014. <<https://hbr.org/2014/08/employers-arent-just-whining-the-skills-gap-is-real>>

² *Mentoring Millennials.* Harvard Business Review, May 2010. <<https://hbr.org/2010/05/mentoring-millennials>>

³ *The world at work: Jobs, pay, and skills for 3.5 billion people.* McKinsey & Company, June 2012. <http://www.mckinsey.com/insights/employment_and_growth/the_world_at_work>

OUR CHANGING WORKFORCE



By the year 2020, there will be 85 million fewer skilled workers than organizations need to succeed.



Since 2011, approximately 10,000 baby boomers have turned 65 every day.



In fewer than 10 years, nearly half the working population will be Millennials and Centennials.



Over 60 percent of Millennials expect to quit their current jobs by 2020. They are interested in working for organizations that have a purpose beyond profit and that provide opportunities to develop leadership skills.

Businesses now more than ever need a skilled and talented workforce. With companies competing for the next generation of workers within the same talent pool, **doesn't it make sense to cultivate, inspire, and train your current workforce? Of course it does!** That's why Assessment Leaders has partnered with Skillsoft™, the world's leading e-learning provider, to deliver scientifically backed, quantitative and qualitative programs tailored to your needs.

BUILDING BETTER SOLUTIONS

Assessment Leaders is committed to partnering with you to develop, implement, and execute a comprehensive e-Learning Program that will give you the best possible chance to achieve your organizational and program goals while providing the highest possible return on your investment. We make this bold claim because our e-Learning Program framework is far more than an "online course offering." We stay abreast of the latest in both learning technology and adult learning theory to bring you a program that your employees will actually use to actualize their learning and develop new competencies.

OUR ASSESSMENT LEADER DIFFERENCE

- Latest in adult learning theory
- Latest in e-learning technology, design, and delivery
- Program will quantitatively tie learning directly to business outcomes (guaranteed ROI): We conduct baseline and follow-up assessments to show you exactly what your employees have learned, how their behaviors have changed, and what impact on your business performance the changes are having.



MICROLEARNING: THE TOP 6 REASONS BITE-SIZED LEARNING MEANS SUCCESS

#1 TICK TOCK TICK TOCK

24 minutes per week is currently the average amount of time allocated to development. Traditional hour long sessions therefore work against this limited time frame. Shorter, more condensed sessions easier to complete in limited amount of time.



#2 PREFERRED LEARNING METHOD

In a recent survey conducted by the Rapid Learning Institute, 94% of Learning and Development professionals stated that bite sized online learning modules were preferred by their learners.¹



#3 GREATER LEARNING TRANSFER

According to the Journal of Applied Psychology, learning in bite-sized pieces makes the transfer of learning from the classroom to the desk 17% more efficient.²



#4 FOUR REASONS IN ONE

According to the Towards Maturity, The Learner Voice: Part 1 report, staff are 4x more likely to go to YouTube for learning than current in-house social network. Microlearning, especially 10 minute video module, offers a comparable format making for a viable and company preferred alternative.³



#5 SHORT ATTENTION. . .WHAT WAS I TALKING ABOUT?

The average attention span - the amount of time a person can stay focused on a single task, filtering out distractions - in North America dropped from 12 seconds in 2000 to 8 seconds in 2015, thanks in large part to smartphones, on-demand entertainment and social media infiltrating people's lives.⁴



#6 BRAIN WIPEOUT

"Physiologically, your neurons are keen and alert for no more than 20 consecutive minutes. At the end of those 20 minutes, your neurons have gone from full-fledged alert to total collapse, and it takes two to three minutes for those neurons to be completely recovered and back to the total alert state. If you break longer than three minutes, you've redirected your attention."⁵



¹ "Is Bite Sized Learning The Future Of eLearning?" Ayeesha Habeeb Omar, *Elearning Industry*, September 21, 2015.

² "Is Bite-Size Learning the Way to Engage the Modern Distracted Learner?" Roz Bahrami, *Training Industry*, March 23, 2015.

³ *Towards Maturity, The Learner Voice: Part 1*, April, 2014.

⁴ "The Latest Approach to Employee Training", *Wall Street Journal*, Lora Kolodny, March 13, 2016.

⁵ "Brain-Based Online Learning Design", *Faculty Focus*, Rob Kelly.

2 MYTHS

OF e-LEARNING

MYTH

Event-based learning is sufficient as a stand-alone learning program offering

Continuous learning heightens skill transfer to the job

TRUTH

HERE'S WHAT HAPPENS WHEN WE LEARN SOMETHING WITHOUT ANY REINFORCEMENT:

After 1 hour



we forget **50%**

After 2 days



we forget **80%**

After 31 days



we forget **90%**

MYTH

Yes, we have skills gaps, but it's not that serious of an issue.²

There is a global talent crisis and most HR leaders are underprepared.

TRUTH



63% of CEOs are concerned about the availability of key skills.



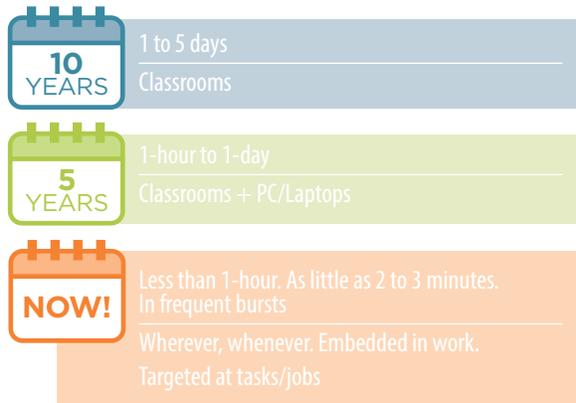
50% of CEOs plan to increase headcount over the next 12 months.³



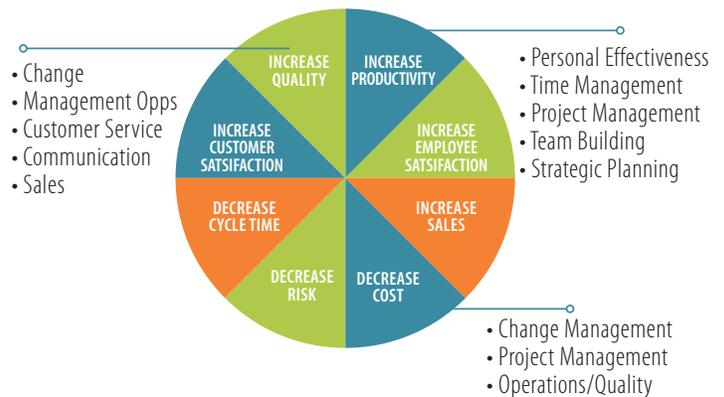


WORKPLACE LEARNING ALIGNS GOALS WITH GROWTH AND RESULTS

EXPECTED LEARNING TIMELINES



EXAMPLES OF ALIGNMENT & IMPACT



BENEFITING THE WORKFORCE AND YOUR BOTTOM LINE

In today's organizations, employees are always juggling competing demands on their time. Companies struggling with cost constraints must consider direct and indirect training costs—downtime of employees leaving their workspace to take training on fixed schedules, travel expenses, trainer time and printed materials, and potential lost opportunity costs—all with few guarantees that the employee even understood the training and would be able to use it effectively.

With e-learning products from AL, employees can learn at their own pace without leaving the workplace, fit training around their workload, and repeat areas that they find difficult without slowing down those who already understand the material. This means they will learn more, training will be much more efficient, and less hours will be lost while training.

ASSESSMENT LEADERS e-LEARNING PRODUCTS ARE:

Convenient: Online training can be completed from work, home or on the road

Relevant: Courses deal with the most current topics and business objectives

Affordable: Affordable online training eliminates travel expenses and can be up to 93% cheaper than instructor-led courses.

More effective: Employees learn at their own pace, so learning retention rate is higher than in a classroom setting.



OUR FRAMEWORK FOR SUCCESS

BUY-IN

- **Determine competencies**
Assessment Leaders' aim will always be to deliver e-learning that aligns with an organization's expected competencies. We make sure that our assessments focus on abilities or processes that can be transferred or learned.
- **Identify leadership goals and objectives**
Assessment Leaders will guide you through a structured process to concisely identify and write your goals and objectives.
- **Determine baseline data (Pre-Assessment)**
The primary goal of the pre-assessment is to identify what they know now and what do they need to learn in order to achieve their goals.
- **Identify a client champion**
This individual will serve as your "e-learning ambassador", creating an environment that inspires participants' confidence in the learning process.
- **Develop and execute communications plan**
Communication should occur before, during and after the Learning Experience. The Communications Plan should include, but not limited to, the following elements.
 1. Communicate Purpose
 2. State Expectations
 3. Prepare the Learner
 4. Kick-off
 5. Ongoing Engagement

LEARNING EXPERIENCE

Assessment Leaders' Learning Experience is made up of 3 integral steps to maximize the retention of the information received.

- Consume content
- Discuss content
- Apply content

PROGRAM EVALUATION

The evaluation of your e-Learning course enables you to assess its quality and effectiveness and, most importantly, understand what did or didn't work in order to keep it or change it. It is important you gather quantitative data, through the post assessment, and qualitative data, through a conversation with the internal client champion.

- New baseline date (post assessment)
- Compile client champion feedback on program
- Analyze and develop report of findings
- Leadership debrief and next steps

5-STAR RATINGS

When asked what they liked most about their e-Learning programs, here's what some recent participants had to say:

<p>"The diversity in the modules--reading materials, videos, exercises, etc. will help me in my current role."</p>	<p>"Very applicable to my career and the current challenges I face daily!"</p>	<p>"The interactive learning and variety of highly educated videos and case studies were informative."</p>
<p>"The best learning experience I have ever had."</p>		<p>"I like the variety of learning techniques in the online program."</p>
 <p>"The organizations that are winning the battle for talent are doing so by creating learning organizations and developing their current employees with learning resources that are relevant, mobile, and engaging."</p> <p>- Mark N Tuggle, PhD EVP & Chief Learning Officer at Liderança Group, Inc.</p>		

Experience Matters. Let's get started!



TF: 866-864-8200

D: 408-846-8200

assessmentleaders.com