



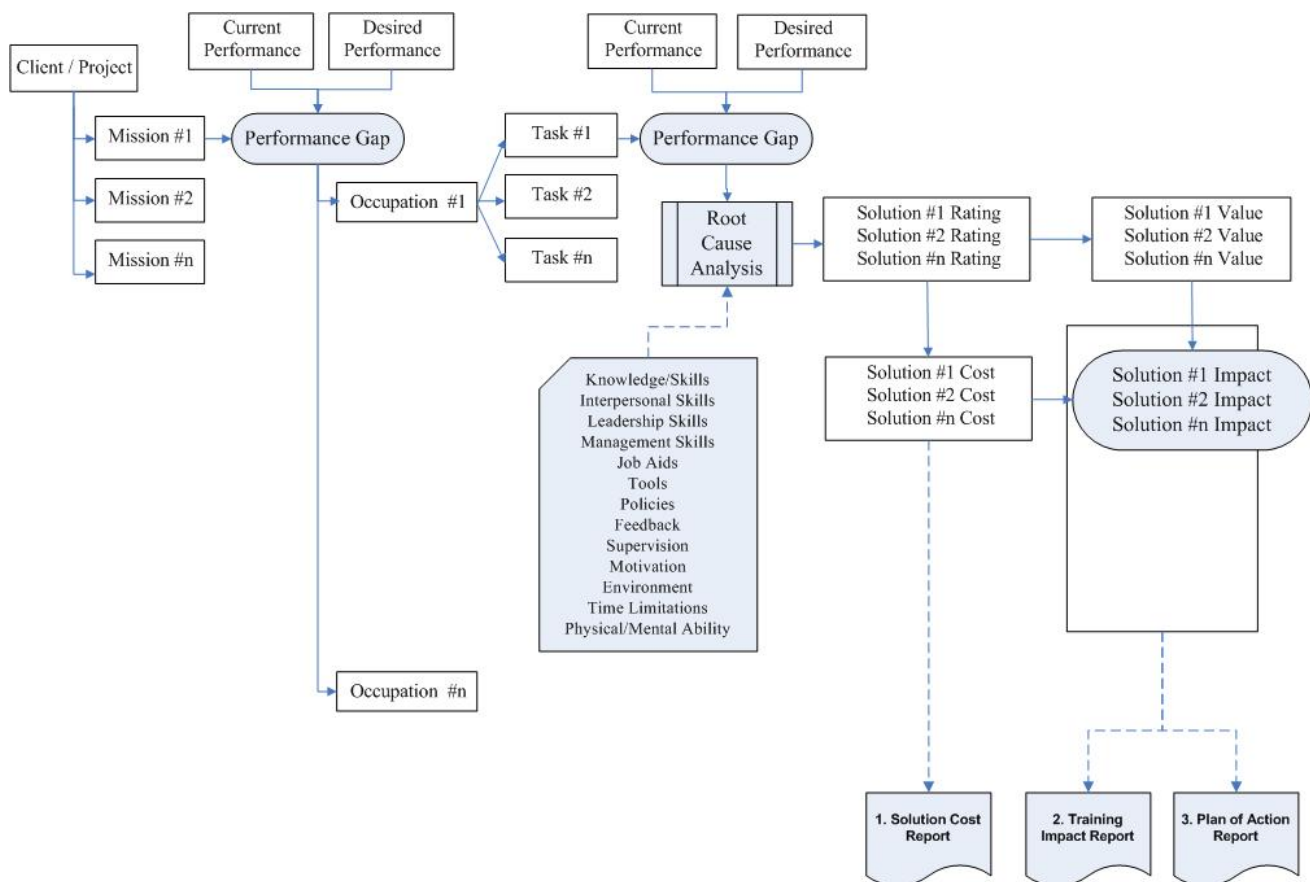
ADVISOR Enterprise

Module #2: Improve Performance



When faced with performance deficiency, all too often the focus gravitates towards training. In most cases, however, researchers have demonstrated that performance deficiencies in the workplace are due to environmental factors which include vague expectations, insufficient and untimely feedback, limited access to required information, inadequate tools, resources and procedures, inappropriate and counterproductive incentives, etc.

Yet, when a performance gap occurs, the default intervention is often training – although it is much easier to fix the environment than people. To put it in simple terms – if the gap is not due to a lack of knowledge and skills, don't train! Moreover, even when you determine that training is necessary, is it sufficient? A training injection on its own, rarely works if it is not part of a total performance system.



ADVISOR Performance Improvement



ADVISOR Added Value

Simplifies the Analysis

- ✓ Configure each project in line with your needs. Specify data to be collected and analysis to be performed.
- ✓ Provide step by step methodology for inexperienced users.
- ✓ Facilitate collaboration by subdividing work among team members, as well as the sharing and reuse of data.
- ✓ Facilitate data collection from the field.

Speeds the Analysis

- ✓ Facilitate training validation by using desired performance criteria to assess whether performance objectives are being met.
- ✓ Reduce time needed by analysts to capture and analyze the data and communicate the results to clients.
- ✓ Facilitate reusability. Provide invaluable searchable repository of tasks performed by each job, as well as knowledge and skills needed to perform each task.
- ✓ Quickly upload data from Excel or other sources using xml.

Improves Performance

- ✓ Improve performance by identifying and prioritizing solutions needed to meet goals and generate plan of action.
- ✓ Minimize waste by avoiding programs that do not resolve performance deficiency, meet business need or contribute to bottom line – i.e., costly decisions from wrong assumption.
- ✓ Meet clients' needs by ensuring that proposed solutions will attain the desired outcomes.
- ✓ Maximize impact and add value by focusing resources on the most important initiatives.

How performance could be improved and is training meeting needs?

- Needs Assessment
- Performance Gap Analysis
- Root Cause Analysis
- Feasibility Analysis
- Cost Benefit Analysis
- Return on Investment Analysis (ROI)
- Training Validation

Proven Track Record

Supports US (MIL-HDBK-29612), Canadian (CFITES) and UK (DTSM) military standards, is highly configurable/customizable and has been successfully implemented in several military projects including:

- | | |
|--|--|
| <input type="checkbox"/> Joint Strike Fighter (JSF) | <input type="checkbox"/> Canadian Tactical Airlift Project (C130J) |
| <input type="checkbox"/> US Army Training Enterprise Integration | <input type="checkbox"/> Canadian Maritime Helicopter Project (MHP) |
| <input type="checkbox"/> US Army Blackhawk (BH) | <input type="checkbox"/> Canadian Officer Development Program |
| <input type="checkbox"/> US Aircrew Training & Rehearsal Support | <input type="checkbox"/> Operational Training Systems Provider (OTSP) |
| <input type="checkbox"/> UK Military Flying Training System (MFTS) | <input type="checkbox"/> Aircraft Technical Training Analysis (ATTA) |
| <input type="checkbox"/> UK Defence Training Review (DTR) | <input type="checkbox"/> Republic of Singapore Basic Wing Course (BWC) |

More Info - Briefing - Trial Account

