

## Uncover Training Programs Duplication Report

Identifies duplicate Learning Objectives (LOs) within multiple courses by mapping LOs within selected courses to the KSAs that they support.

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Date:

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KSA	Type	Decisiveness Course			Developing Others Course				
		Learning Objective	Length (hrs)	Lesson	Job	Learning Objective	Length (hrs)	Lesson	Job
Describe key elements of a goal	Knowledge	Describe key elements of a goal	1	Lesson 1	Online Managers				
Validate the viability of goals	Knowledge	Validate the viability of goals	1	Lesson 2	Online Managers				
Write clear and concise goals	Knowledge	Write clear and concise goals	1.5	Lesson 2	Online Managers				
Implement incentive system	Knowledge	Implement incentive system	1	Lesson 3	Online Managers				
Measure employees engagement	Knowledge	Measure employees engagement	1	Lesson 3	Online Managers				
Write clear and concise core values	Knowledge	Write clear and concise core values	1	Lesson 4	Online Managers				
Communicate importance of core values	Knowledge	Communicate importance of core values	1	Lesson 4	Online Managers				
Select appropriate venue for prioritizing goals	Knowledge	Select appropriate venue for prioritizing goals	1	Lesson 5	Online Managers				
Prioritize goals	Knowledge	Prioritize goals	1	Lesson 5	Online Managers				
Implement design	Knowledge	Implement design	0.5	Lesson 6	Online Managers				
Describe various implementation procedures	Knowledge	Describe various implementation procedures	0.25	Lesson 6	Online Managers	Describe various implementation procedures	0.25	Lesson 3	Online Managers
Select appropriate implementation procedure	Knowledge	Select appropriate implementation procedure	0.25	Lesson 6	Online Managers	Select appropriate implementation procedure	0.25	Lesson 3	Online Managers
Implement procedures	Knowledge	Implement procedures	0.5	Lesson 6	Online Managers	Implement procedures	0.5	Lesson 3	Online Managers
Describe key steps in project management	Knowledge	Describe key steps in project management	0.25	Lesson 6	Online Managers	Describe key steps in project management	0.25	Lesson 3	Online Managers
Develop project management plan	Knowledge	Develop project management plan	0.5	Lesson 7	Online Managers	Develop project management plan	0.5	Lesson 4	Online Managers
Monitor progress	Knowledge	Monitor progress	0.25	Lesson 6	Online Managers	Monitor progress	0.25	Lesson 4	Online Managers
Describe various conflict resolution procedures	Knowledge	Describe various conflict resolution procedures	0.25	Lesson 7	Online Managers	Describe various conflict resolution procedures	0.25	Lesson 4	Online Managers
Select appropriate procedures	Knowledge	Select appropriate procedures	0.25	Lesson 7	Online Managers	Select appropriate procedures	0.25	Lesson 4	Online Managers
Implement conflict resolution procedures	Knowledge	Implement conflict resolution procedures	0.25	Lesson 7	Online Managers	Implement conflict resolution procedures	0.25	Lesson 5	Online Managers
Validate outcomes	Knowledge	Validate outcomes	0.25	Lesson 7	Online Managers	Validate outcomes	0.25	Lesson 5	Online Managers

The following LOs in the **Decisiveness Course** & **Developing Others Course** could be redundant since they support the same KSAs for the same Job.