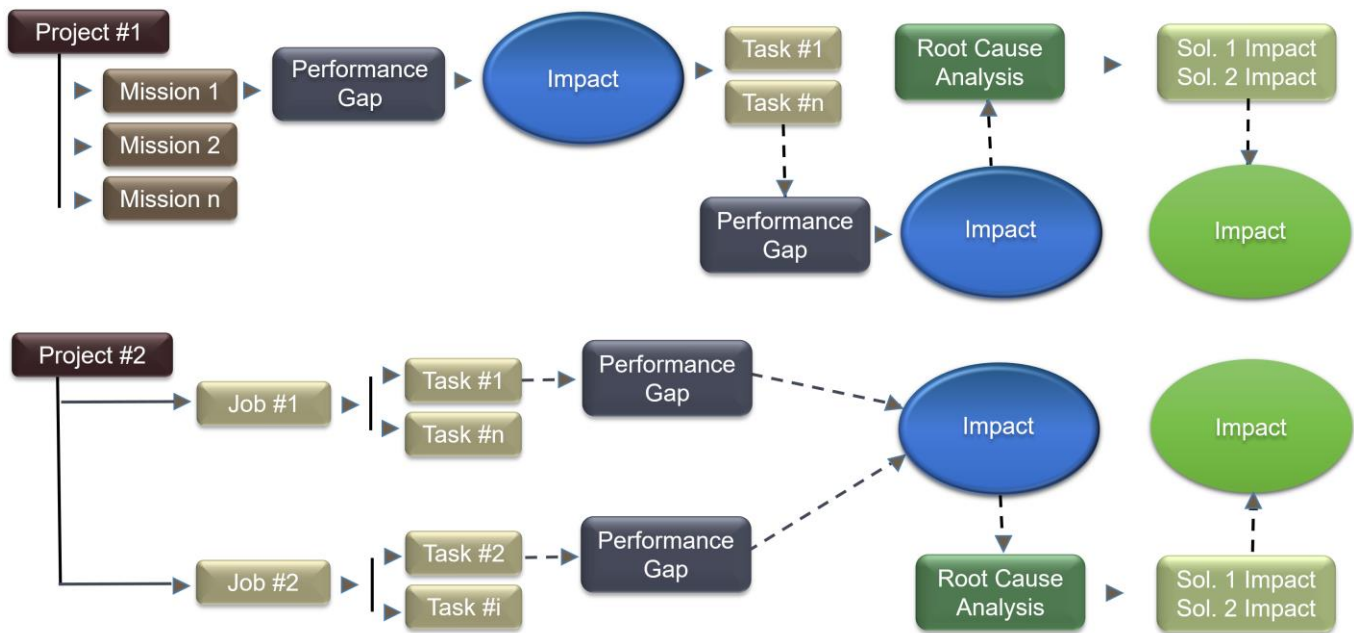


Needs Assessment Module

ADVISOR Needs Assessment module provides a step by step approach for understanding a problem before selecting the solution – in other words, before assuming that training is needed. Needs Assessment provides an audit trail and serves as the foundation for decisions by zeroing in on the source of the problem and identifying solutions that can produce the desired level of productivity. Moreover, ADVISOR highlights actions that will generate the greatest impact.

ADVISOR is a very powerful, useful tool for making decisions about which medium is right for your organization. A significant contribution to the training industry.

Brandon Hall
Editor, Multimedia and Internet Training



ADVISOR Features

Performance Gap Analysis: Assess and validate actual missions/goals performance and compare to desired performance to identify performance gaps.

Performance Measures Analysis: Assess the impact of performance gaps.

Job and Performance Analysis: Identify Jobs and Tasks that contribute to performance gaps. Assess ability to perform Tasks to the desired standard.

Data Required: Highlight data needed to assess the cause of the problem. Provide questionnaires for collecting data from employees, supervisors, subject matter experts, and so forth.

Root Cause Analysis: Quickly zero in on the root cause of a performance deficiency by considering crew and supervisors' feedback, tools, policies and work environment to identify viable solutions.

Solution Effectiveness Analysis: Assess and rate the impact of plausible solutions.

Solution Analysis: Assess the impact of each intervention and prioritize recommendations.

ADVISOR Benefits

Speed Data Collection: Collect data from employees, supervisors, subject matter experts, etc., offline through custom-built questionnaires. Exchange data with other systems through xml.

Facilitate Collaboration: Store all data in a centralized database – accessible anytime and from anywhere by team members with only a Browser. Track changes made by each individual.

Facilitate Reusability: Search, locate and copy relevant missions/goals, jobs and Tasks among projects with ease.

Speed Analysis: Quickly Identify Jobs and Tasks that may contribute to a performance gap; as well as plausible solutions to address performance gaps.

Minimize Waste: Avoid solutions with minimal impact on performance deficiency, solutions that do not meet organizational need or contribute to bottom line – i.e., costly decisions based on faulty assumptions.

Maximize Impact: Prioritize solutions based on impact – i.e., where budget and resources should be allocated.

Speed Report Generation: Produce Root Cause Analysis and Needs Assessment reports in a single click.

BNH delivered as promised

Col. Eric MacArthur
Canadian Forces College

Very user friendly. Covers all aspects you should consider when making a decision.

Joyce Miligan
Training Manager, New Brunswick Tel

Contact sales@bnhexpertsoft.com for details ♦ demo ♦ pricing