

Knowledge

Advantage ▶ *It's what works™* LLC

Knowledge Advantage helps organizations to:

- *Improve productivity,*
- *Increase individual motivation and job satisfaction, and*
- *Build a workforce ready to respond to customer or market need.*

To learn how, read the business cases below.

A software development company started a certification program that would become a requirement for each of its staff functions. It had 44 online courses for 8 job functions.

Knowledge Advantage, LLC was asked how to add instructional integrity and user interaction.

The courses, created by converting existing classroom Power Point slides into Articulate, were electronic page turners.

Knowledge Advantage suggested:

- Use of case studies to capture the learner's attention and add interest
- Setting learner expectations by asking questions of the learner about the subject matter to show the learner what he didn't know, and build interest.
- Modify learning objectives to be behavior-based and measurable.
- Add practice questions to each objective to ensure objectives are met.
- Add rollovers and pop-ups in graphics.

A VP of Risk Control for a large insurance company asked Knowledge Advantage – It's What Works, LLC how to:

- Get newly hired engineers up to speed faster.
- Identify star performers and retain them.
- Disseminate information, data, and knowledge more efficiently and effectively.

Knowledge Advantage recommended:

- Defining a career path for new hires with identified training.
- Segmenting best performers to identify and categorize their characteristics, knowledge levels and experience, that contribute to their success and create a curriculum for advancement.
- Development of an online course comprised of short, chunks of learning segmented into organizational, cultural, and knowledge information.

Knowledge Advantage delivers without breaking the budget and provides these results:

- Quicker time to productivity for staff with a defined on-boarding program
- Highly interactive courses with instructional integrity that define measurable objectives
- Retention of best performers with targeted training that motivates and challenges
- Improved information access through material prioritization and easy to use indexing