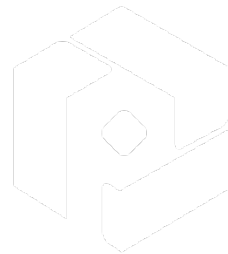


ROI Institute



PERFORMITIV

The Impact Optimization Model

Evidence of Impact Aligned to Business Outcomes

- Collect impact data (largely controlled by L&D and linked to learning programs) (ex. Job Impact Rating)
- Gather outcome data (influenced by L&D but not directly linked to a learning program) (ex. Compliance Incidents, Sales Growth Rate)
- Share impact scores on the program, people and results and trend outcome data looking for associations to L&D
- Act on the data to continuously improve
- Establishes baseline data for deeper impact studies

Performativ Technology



Assessment

Start by rolling out our Assessment functionality, which makes it very easy to gather and report on impact ratings and overall performance.



KPI

Next, roll out our KPI functionality, which streamlines and automates the gathering and reporting of business outcome data.



Workflow

When action is needed, use our Workflow functionality to collaborate with your team and your stakeholders in a visible, accountable way.



Reporting

Reporting is simple yet actionable. Analysis is embedded to engage and empower users with creative insights to demonstrate value and improve performance.

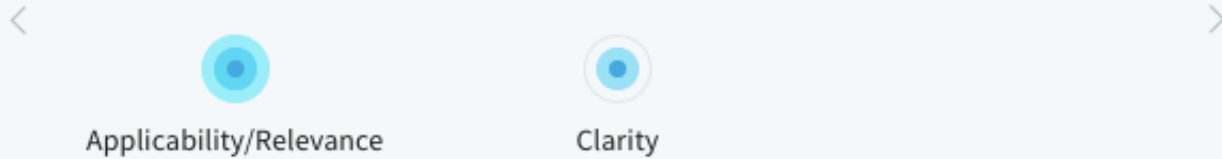


Improvement Themes Acme Employee Training

SARA.CHIZZO@PERFORMITIV.COM

8 DAYS AGO

The theme Courseware was associated with negative feedback. Consider aspects of themes that could be focused on for improvement.



Create Action Plan



Insight cards use AI (artificial intelligence) to statistically highlight outliers in qualitative and quantitative evaluation data, operational data, usage data and capability data. It allows users to manage by exception and easily act on their data.

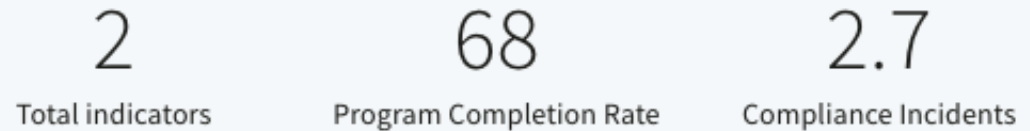


Below Goal Acme Employee Training

SARA.CHIZZO@PERFORMITIV.COM

4 DAYS AGO

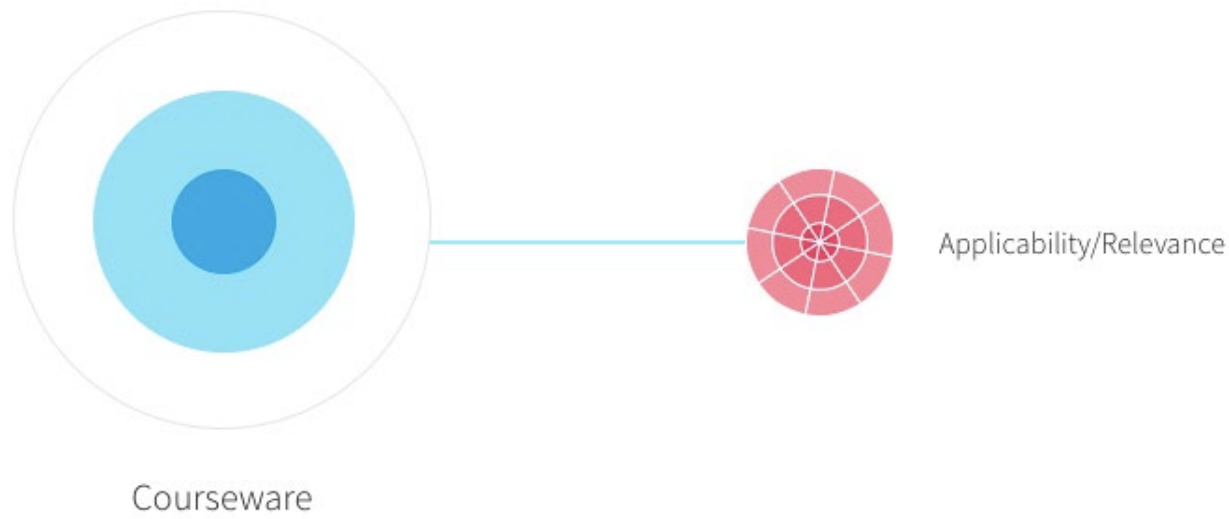
Performitiv has found KPIs below goal in consecutive periods. Review data and any existing action plans to determine next steps




Create Action Plan Relationship Scorecard



Option	N	A	NPS	Avg. (0-10)	% Top 2 Box
Overall Assessment	21	93	17	7.77	41
Finance	3	15	73	8.93	80
Supply Chain	2	14	36	8.14	43
Sales/Marketing	5	18	-22	6.61	22
HR	5	21	10	7.81	38
IT	5	18	28	8.06	44



Assessment summaries provide tactical and timely insights into specific evaluation results and auto-analyze this information by demographic and by qualitative comment.

^ Program	Overall	Anchor Avg	A	N	Value	Instructor	Environment	Content	Knowledge	Application	Alignment
Compliance	-2	-	36	12	0	-6	-8	-8	-9	14	0
Customer Training	-4	8.00	37	9	0	-14	-22	-20	-20	25	25
Leadership	4	10.00	179	49	19	-6	-14	-14	-11	30	27
Onboarding 	-10	-	60	17	0	2	-1	-3	5	-37	-37
Sales	8	9.00	226	60	19	-4	-9	-11	-2	33	28

Comparison reports allow program managers to view rankings of data attributes tagged in the system. Examples include program, curricula, course, facilitator, location, and modality.

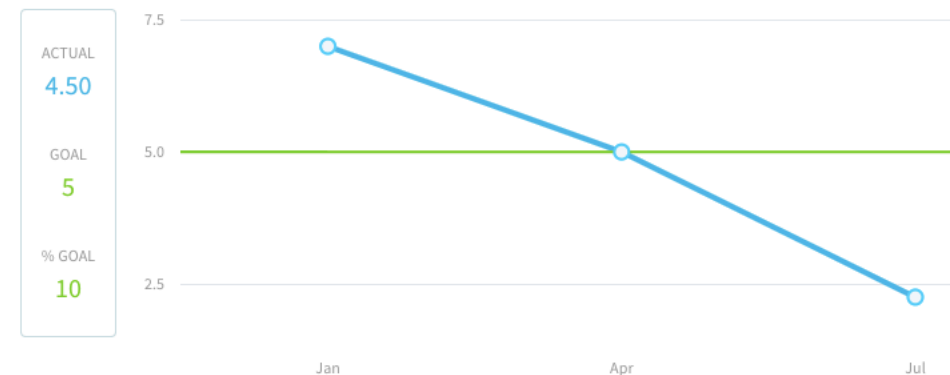
^ Modality	Overall	Anchor Avg	A	N	NPS	Quality	Knowledge Gain	Impact
Classroom	33	8.38	911	152	100	-1	10	25
Conference	19	9.11	27	9	100	-5	5	-6
eLearning	-24	7.34	95	41	-100	-13	-7	-1

KPI	Actual	Goal	% Goal
Predicted Learning Impact	7.70	7	10
Actual Learning Impact	8.75	7	25
Leader Engagement	72.50	75	-3
Leader Competency	65.67	75	-12
Leader Turnover - Program Participants	4.50	5	10
Leader Turnover - Program Non-Participants	7.45	5	-49

Configurable scorecards are executive-level analysis combining evaluations, surveys, utilization data, and business operations data. This data is analyzed against goals and trended over time to show the past performance. This information can tell the story of impact by associating learning's influence on results.

Leader Turnover - Program Participants

Category: Outcomes

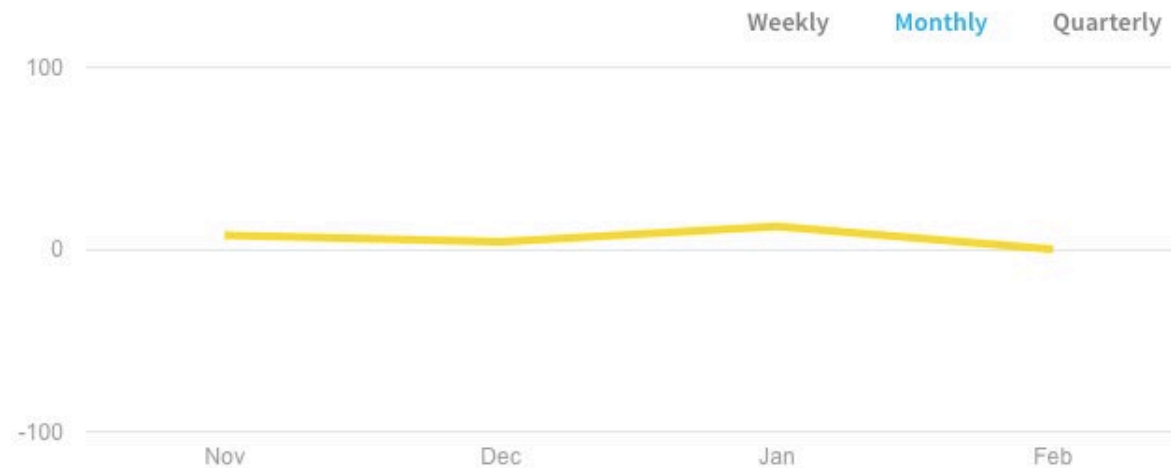




27 Current * 7 Internal * 0 External *








3 Current * -2 Internal * 4 External *






Dashboards allow users to benchmark a result against internal points of reference and the Performitiv benchmark data base of thousands of related data points.


Action plans use workflow technology to automate the accountability and visibility when acting on data to improve performance or take corrective action.

STATUS    DUE DATE  Jan 22 - Feb 22 [Add Task](#)





 L&D team creates 90 second video LARRY@ACME.COM
Closed/Unverified JAN 4, 2019

No task description.

[Edit](#)   

 Operation implements new policy JORDAN@ACME.COM
Overdue JAN 19, 2019

No task description.

[Edit](#)    

Action Plan Details ...

NAME	TYPE
Improve Compliance Policies	Improvement
OWNER	
joe@acme.com	
DESCRIPTION	GOAL
Fix poor polices so improvements in quality can be obtained.	
REASON	REVIEW
Out of compliance.	Monthly
START DATE	END DATE
Jan 1, 2019	Mar 5, 2019

Partner Collaboration

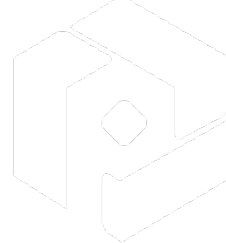
- Just send an email with an idea or referral!
- Collaborate on a webinar
- Conduct a virtual demo
- Present at an event
- Demo in a certification or workshop

Contact Us

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312 307 5716



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