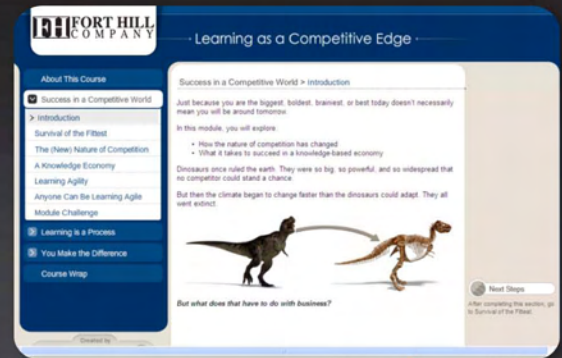


## Are you truly getting your money's worth from training and development?

Now more than ever, training and development has to produce real performance improvement. The research is clear: manager engagement can make or break the impact of any training program.

Fort Hill, the expert in helping organizations turn learning into results, is pleased to announce two new interactive online courses based on our highly-acclaimed book, *Getting Your Money's Worth from Training and Development*. Produced in cooperation with the award-winning e-learning design firm Option Six, these engaging, practical programs support any learning initiative, boost manager/participant engagement, enhance learning transfer and increase the return on learning investment.



### Solutions

Fort Hill has developed a two-part solution designed to help you increase both manager and learner engagement, so that everyone gets the most value from training.

The first program, ***Learning as Competitive Edge***, creates a new awareness of the strategic importance of learning and what tactics are required to learn faster than your competition.

The second program, ***How to Get your Money's Worth from Training & Development***, is designed as pre-work for any learning program. This offering contains two programs in one, and is intended to establish learning intentionality and accountability on the part of both the participant and the manager. The participant completes the first part, which will help set his or her expectations. The manager completes the second part, which provides context and skills to support the learner.

***Learning as Competitive Edge*** and ***How to Get your Money's Worth from Training & Development*** can be used independently, but work best together to ensure you are maximizing the return from your training investment.

### Benefits

- Maximizes the value of courses you are already offering by driving employee engagement
- Provides tools for managers to support their staff's development and on-the-job learning
- Scalable to support every manager and employee at one affordable price
- Can be customized with your logo, brand colors, and company-specific messages
- Can be hosted and deployed from your existing LMS
- SCORM-compliant

## Fort Hill is your partner in turning learning into results.

## Learning as Competitive Edge

This 30-minute, highly-interactive online course increases the effectiveness of training and development by re-aligning expectations about why learning is essential and what is required to get the greatest return, both individually and organizationally.

Designed to be deployed company-wide, the program makes the case for learning as a competitive requirement in an increasingly knowledge-based economy.

Through exercises and self-assessments, the learner comes to appreciate the importance of continuing to learn not just to survive but to thrive in a rapidly-changing and competitive marketplace.

The program has been designed to integrate your sponsor's internal messaging and can be customized for your organization's culture.

The new mindset this program creates will lead to higher value derived from training initiatives and more accountability for learning transfer- important steps toward truly becoming a Learning Organization.



## How to Get Your Money's Worth from Training & Development

Practical, "how-to" instruction to be completed by participants and their managers as part of the preparation for a specific training program. Includes two complementary programs – one for managers and one for participants.

### The Participant Program:

- Explains why learning is important for individuals and what employees must do to maximize the value of the opportunity
- Guides the learner through a step-by-step process that develops learning intentionality
- Includes tools to foster discussion with their manager – one of the most powerful drivers of learning transfer



### The Manager Program:

- Explains the criticality of the manager's role in getting value from training
- Outlines what a manager must do to maximize the value of training for his/her direct report and department
- Includes specific instructions on how the manager can support learning intentionality to ensure learning is transferred and applied on the job