



## ToL's Custom Training Development Services

### Why Custom Training?

Determining if training is the right solution to meet your organization's performance needs and business goals is step number one.

- ▶ Through an efficient and systematic analysis, we ensure that training is indeed the right solution. If it is, then we determine the appropriate delivery method for the training to take place.
- ▶ There are a variety of factors we consider to determine the most cost effective training delivery method that will produce the expected results. Classroom, Virtual, E-learning/ Mobile are most often considered. Many times we recommend a blended learning approach which combines the methods to form an integrated instructional approach.
- ▶ Next, the instructional design and development of the training are essential to ensure an engaging, interactive learning experience that has immediate on-the-job application. Development of a clear evaluation strategy helps to measure the impact of the training on performance and business results. If your employees are going to take time off the job to participate in training, then the return on investment must be measurable.



### How Can Training Support Your Business Goals?

Organizations today have to maximize their investments in training to produce the performance that will achieve their business goals. Specifically, ToL has partnered with our clients to develop custom training solutions that:

- ⇒ Efficiently onboarded new hire personnel to reduce time to productivity
- ⇒ Provided timely new product training to enhance sales
- ⇒ Enhanced job related knowledge and skills to improve productivity
- ⇒ Addressed changing regulations to ensure compliance
- ⇒ Launched new tools and technology to improve process efficiency

### Why Partner with ToL for Your Training Needs?

Our focus throughout the development process is the:

- ✓ Effective use of subject matter expert's time
- ✓ Efficient needs analysis and data collection
- ✓ Streamlined design & development with use of rapid development tools
- ✓ A quality based solution that creates a valuable learning experience based on clear performance objectives

