PERFORMITIV

Executive Reporting:

Taking Learning Evaluation

to the Next Level

Overview

One of the biggest issues learning organizations face is demonstrating value to business executives. For example, are you getting a good return on your Leadership Development programs?

Solving this issue requires highly effective **executive reporting**. Performitiv helps organizations provide world-class executive reporting in a streamlined, automated way.

Another major issue is understanding how to use data to get the most value out of your learning resources. Up until recently, learning had not developed a continuous improvement process to optimize impact. A continuous improvement process helps us identify the best mix of learning modalities. It also helps reduce waste inherent in the Learning & Development process. For example, what is the best mix of learning modalities for each strategic program? Where is there high impact and where is there low impact?

Performitiv has worked with industry experts and leading learning organizations to develop a continuous improvement process. This process requires effective operational reporting. Operational reporting designed to continually improve impact is built into Performitiv's learning evaluation platform.

Other learning evaluation tools have serious shortcomings in terms of executive reporting and operational reporting. Through the use of APIs, Performitiv can connect with an organization's LMS and other digital learning platforms to take their learning evaluation solution to the next level.

## How Does Performitiv Help Solve Critical Learning Measurement Issues?

1. By providing the leading learning evaluation platform to measure and improve impact.

2. Leveraging 20 years of thought leadership by working with industry experts and award-winning learning organizations.

3. Leading an industry initiative on how to link learning's value to the business and optimize its impact.

Executive Reporting

There are three primary data sources required for world-class executive reporting:

1. Performance Data (ex. sales, costs, quality)

2. Efficiency Data (ex. participants, hours)

3. Effectiveness and Impact Data (ex. outcome indicators, value indicators)

Most organizations already have systems in place to measure and analyze Performance Data and Efficiency Data. The challenge most organizations face is measuring and analyzing Effectiveness and Impact Data. That is where LMS evaluation tools, SurveyMonkey, and other evaluation solutions on the market fall short. Performitiv provides the missing link needed for great learning measurement and reporting.
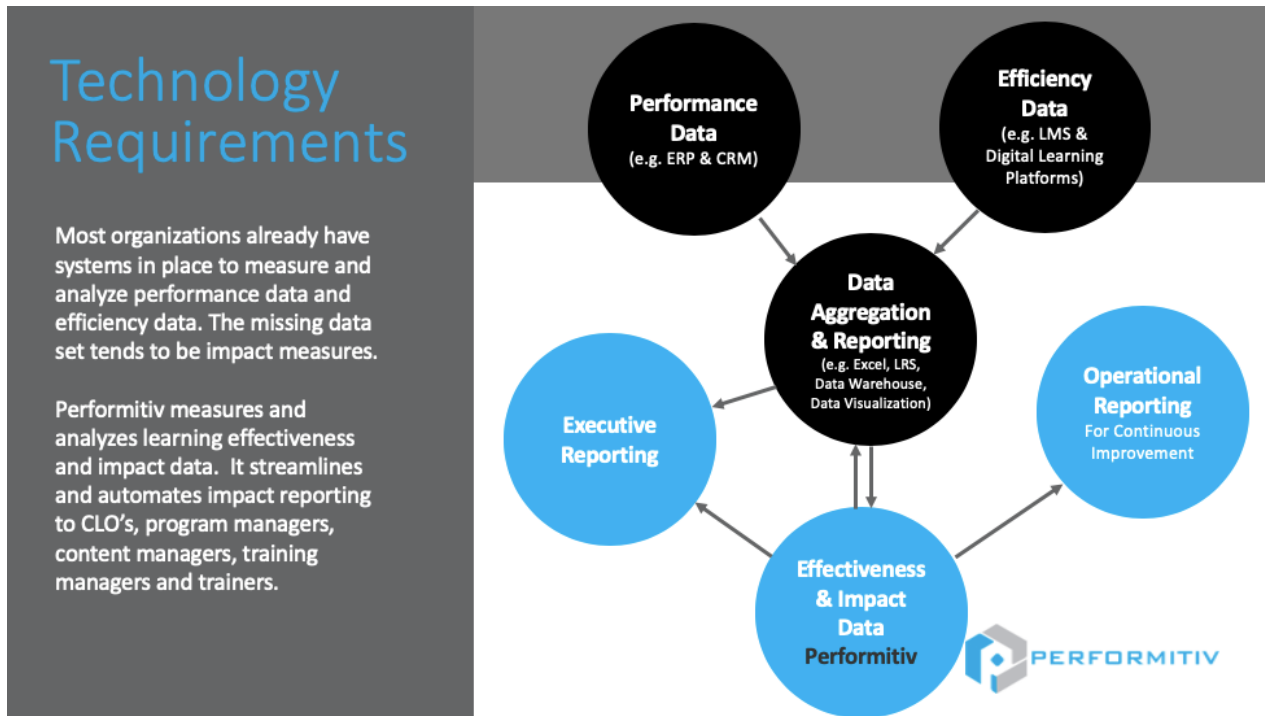
For those organizations that have invested in data aggregation tools like Learning Record Stores and Data Warehouses, Performitiv can upload data those tools cannot measure themselves. For executive reporting purposes, Performitiv provides both online reports and monthly downloads into Excel with pre-formatted tabs. Excel is an easy way to combine data from other sources into an executive report.

For example, if you want to include activity KPIs, turnover KPIs and business result KPIs into an executive report with Performitiv's effectiveness and impact KPIs, it may be easier to do it in Excel rather than another tool. Excel is the most common way financial analysts analyze and report data to executives. It is also emerging as the most common way learning analysts create executive reports.

For those organizations that have Data Visualization Tools (ex. Tableau) and BI tools, Performitiv can download data those tools cannot measure on their own.

Net Impact System

The Talent Development Optimization Council (TDOC) was created in early 2019 to address the issues of measuring and improving Impact, Business Results, Value and Return on Strategic Programs. It was also charged with creating a continuous improvement solution designed by learning, for learning – now known as the Net Impact System (NIS).

CO-CHAIRS:

Kent Barnett, Performitiv   Nick Bontis, Human Capital Data Scientist

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- ✓ New Horizons
- ✓ Performitiv
- ✓ PowerSpeaking
- ✓ ROI Institute

The System has five primary core components that can be implemented in a practical, scalable way:

1. **Net Impact Score**: a better way to calculate evaluation data.

2. **Workforce Performance**: hard data that links to learning impact.

3. **Business Outcome Indicators**: Impact KPIs that link to desired business results.

4. **Impact Process Map**: a closed-loop process designed to identify where learning is having high impact and low impact.

5. **Executive Reporting**: core components required to provide valuable Impact Scorecards to executives and learning professionals.

Implementation

Performitiv simplifies the implementation process. The technology can connect via APIs to LMS and Digital Learning Platforms, enabling comprehensive impact reporting across all forms of learning.

Performitiv has the expertise, resources and technology to implement a world-class solution, which includes:

- Suggested assessments that can be tailored to organizational needs for corporate universities, leadership, sales, onboarding and other strategic programs.

- Automated Impact Scorecards for CLOs, program managers, content managers, vendor managers and trainers.

- Monthly Excel downloads for more flexible executive reporting.

- Exception Reporting to identify continuous improvement opportunities by program, modality, business unit, process map and demographics.

- Advanced Impact Metrics with benchmarks.

Advanced Analytics with Benchmarks

Performitiv provides a comprehensive set of traditional benchmarks based upon the Kirkpatrick and Phillips models. In addition, the solution provides advanced benchmarks based on the Council's work, including:

1. Net Impact Scores	2. Talent Outcome Indicators	3. Business Outcome Indicators
4. % High Impact	5. % Low Impact	6. Modality Impact
7. Content Impact	8. Trainer Impact	9. Environment Impact
10. Scrap Learning	11. Waste Indicators	12. Optimization Ratio
13. ROI Predictor	14. Productivity Predictor	15. Productivity Above Replacement

Conclusion

Performitiv's Learning Evaluation Platform makes it much easier to implement a world-class solution for executive reporting and operational reporting. It is designed to streamline and automate the process, by reducing administration, complementing other technologies already in place, and guiding learning professionals on what to do with the data.

About Performitiv

Performitiv is analytics software that optimizes learning impact by demonstrating value and identifying improvement opportunities. This modern measurement system collects evidence of impact from methodology-sound surveys and automated, secure operational data uploads. We go beyond traditional measurement tools to paint a complete picture of impact by automating the aggregation, integration and analyses of critical predictive and prescriptive data. Performitiv has transformed the practice of impact optimization from a tactical, reactive exercise, to a credible, cost-effective, repeatable measurement process.

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