

Measure the real impact of your learning initiatives.

Accurately measuring the value or Return On Investment (ROI) from your learning initiatives can be challenging. The inability to isolate the effect of the training solution from other factors that might have influenced the performance – such as engagement of staff, an unwillingness to share poor performance, or other factors – can all work to prevent you from understanding the real impact of your programs.

By engaging both the learner and the manager in the performance improvement-led learning activity, TTI Global's LET tool allows stakeholders to better measure the impact of their learning initiatives through data collection before, during and after the learning process. It will aid learning transfer and effectively answer two critical questions:

- 1. How effective is the learning intervention?**
- 2. Are key learning objectives being met?**

Learning Evaluation Tool (LET)

Performance Improvement-led Learning

Scalable impact & value measurement.

- **Scalable Solution** that allows you to measure the appropriate level of evaluation for each solution in your learning portfolio
- **Isolation Strategies** that target the effect of the learning solution from other changes that have taken place in the business
- **Provides Controlled and Measurable Evaluation** through a consistent platform for measuring and tracking learning outcomes
- **Learner- and Manager-centric Approach** that drives learning transfer by fostering a partnership between the learner and their line manager
- **Portal-Based** to allow secure, 24/7 access from virtually anywhere your team needs it



SAMPLE ACTION PLAN	6 weeks before learning event	Immediately before learning event	Immediately after learning event	6-8 weeks after learning event	12-16 weeks after learning event	
Line Manager	Analysis required skills and behaviors for the learner	Agenda for pre-course briefing	Post-course debrief agenda implementation plan for embedding new skills	Evaluation of change in behaviors	Evaluation of change in business results	
Learner	Analysis of learners specific learning objectives	Analysis of learner engagement	Analysis of reaction to training, knowledge gain and planned actions	Application of new behaviors	Analysis of change in behaviors	
Learning Transfer	Research tool on the environment	Learning transfer checklist	Analysis tool and action plan	Analysis tool and action plan	Success measurement	

Using established learning evaluation metrics, the LET places performance improvement at the heart of the process.

Want to learn more?

Contact us today at drivingchange@tti-global.com or visit tti-global.com