Assess the effectiveness of your development programs against the key drivers of learning application and performance.

WHY NOW
Although 84% of learners find L&D solutions satisfying, they are not able to transfer and apply learning effectively. In fact, half of all learning programs increase learner performance by less than 25%. Learning programs with the highest application rates improve learner performance by 51% and business results by up to 28%.

WHAT YOU GET
The Training Effectiveness Dashboard is a learning program evaluation service that assesses and helps you improve the impact of your development programs. Using the Dashboard, learners and managers provide feedback on the impact of your program as well as the program’s effectiveness against the key drivers of learning application and performance improvement.

Your membership includes the evaluation of any two programs, twice a membership year, in addition to the following:

Survey Metrics
The Dashboard includes program impact metrics (learning application and performance improvement), impact driver metrics (such as program relevance, learner motivation, and manager support), and program brand metrics (satisfaction and likelihood to recommend).

Implementation Support
We manage survey customization and distribution to participants and provide an executive report and data segmentation appendix for each evaluated program.

Data to Action
We help you make data-driven decisions based on your results and recommend resources to increase program impact.

ADDITIONAL INFO
- Assess and monitor program impact (application and performance improvement).
- Identify specific opportunities to strengthen program application and performance improvement.
- Compare the performance of your programs to a range of program type, industry, and geographic benchmarks.

Survey Metrics

<table>
<thead>
<tr>
<th>Top 20% Programs</th>
<th>Average = 42%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bottom 20% Programs</td>
<td>Average = 13%</td>
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Programs

Advance your programs from low or medium levels of performance impact to high levels of performance impact.
CEB Learning & Development Leadership Council

Training Effectiveness Dashboard
A Learning Program Evaluation Service Included in CEB L&D Membership

Samples of Learning Programs Evaluated:

- **Leadership and Management Development Programs**—People management, frontline leadership, high-potential development, and executive development
- **Function-Focused Development Programs**—Sales skills, customer service skills, and technology skills
- **Soft-Skills Development Programs**—Presentation skills, business acumen, innovation/problem solving, and interpersonal skills

Dashboard Metrics:

- **Program Impact Metrics**—Extent of learning application (level 3) and performance improvement
- **Drivers of Impact Metrics**—Program relevance, motivation to apply, manager support of learner, and support from the learning function and learners’ teams
- **Program Brand Metrics**—Program quality, including satisfaction (level 1) and likelihood to recommend

Testimonials

“Using the Dashboard has the potential of saving an L&D team two or more months of work at a minimum. The Dashboard substantially reduces time to results.”

American Electric Power

“Participation in the Dashboard delivered insights and data that has transformed discussion in our internal L&D governance board. For the first time ever, we are able to provide the governance board with solid data on the impact and effectiveness of the L&D function and its activities.”

Blue Cross Blue Shield of Florida

Partial Participant List

- Altria
- ASB
- ASSURANT
- Cargill
- CenterPoint Energy
- e-on
- Honeywell
- Intuit
- Morgan Stanley
- Nestlé
- PCG
- Port of Portland
- Schneider Electric
- UniCredit Group

Contact Us to Learn More

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