

# HIERARCHIES MANAGEMENT PLATFORM INTERACTIVE TRAINING PROGRAM

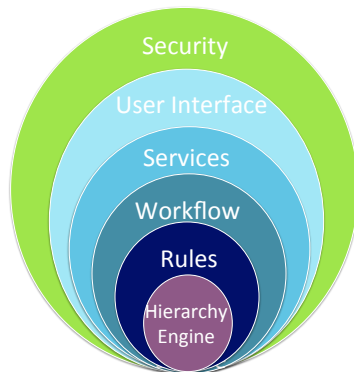


## Vision

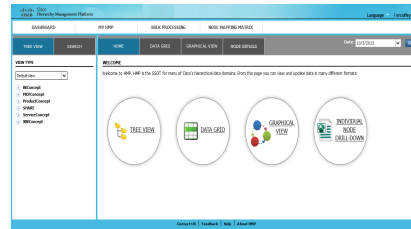


- The overall vision of HMP is to establish an enterprise level self-service platform to provide holistic insight into hierarchical structures through Single Source of Truth for hierarchies.
- The hierarchy management not only allows governed sources for enterprise hierarchies, it has ability to connect hierarchies for business solutions.
- Effective training is better explained using role and workflow then using system features and functions, the workflow technology can provide a suitable platform to define and manage the coordination of business process activities.

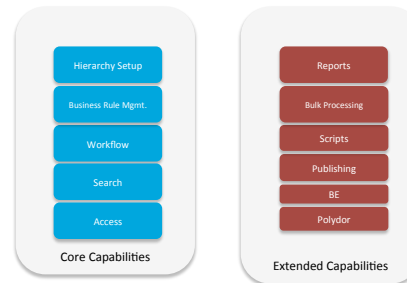
## HMP Components



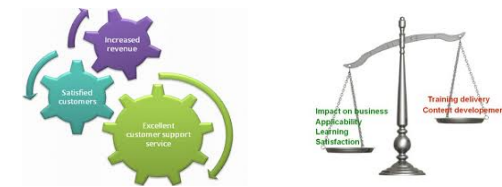
## Solution



- HMP Tools allow subscribers to manage their data more effectively and efficiently.
- Training content will be focused on job roles and the type of workflows the job entails. Workflow technology allows building business information systems that offer the right tasks at the right point of time to the right person along with resources needed to perform these tasks.
- The customized training material will be tailored to reflect the documented workflows, consistent with the policies and procedure of the subscribers.
- Through flexible e-learning systems users would receive training – anytime and anywhere – that match their own pace and learning style. E-learning technologies should allow greater flexibility in supporting and enhancing the learning experience.



## Evaluation



Applied Kirkpatrick Model to measure the effectiveness of the training program.

- **Level One: Evaluating Reactions.**  
Evaluation tools include end-of-course surveys that collect whether participants are satisfied with the training, and whether they believe the training is effective.
- **Level Two: Evaluating Learning.**  
Evaluation tools include:
  1. Pre-test and post-tests and quizzes
  2. Observation (i.e. Did person execute a particular skill effectively?)
  3. Successful completion of activities
- **Level Three: Evaluating Behavior.**  
Evaluation tools include:
  1. Work observation
  2. Focus groups
  3. Interviews with workers and management
- **Level Four: Evaluating Results.**
  1. Measure before and after
  2. Allow time for change to take place
  3. Repeat at appropriate times
  4. Use a control group if practical
  5. Consider cost vs. benefits of doing Level Four

